CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS / ASSOCIATION CANADIENNE DES PROFESSEURES ET PROFESSEURS D'UNIVERSITÉ

CAUT/ACPPU BULLETIN

MAY / MAI 1993 VOL. 40, No. 5

Coast to Coast

Provinces cut universities' budgets

Plusieurs provinces ont annoncé des réductions additionnelles du financement de l'enseignement supérieur.

En Colombie-Britannique : gel des subventions de fonctionnement des universités, mais affectation de fonds au titre de nouvelles places. En tout, elles recevront autant que l'an dernier, mais les nouvelles places s'ouvriront dans de nouveaux établissement et non dans les universités établies. Les augmentations des frais de scolarité plafonneront à 9,75 pour cent. Ces subventions ne corrigent pas toutefois les effets des réductions massives effectuées au début des années 1980.

En Saskatchewan : Les réductions seront de 2 pour cent en 1993-1994 et de 4 pour cent en 1994-1995. La rumeur court que les subventions seront gelées pendant trois ans à partir de 1995-1996.

Au Manitoba : Deuxième réduction en trois mois des subventions de fonctionnement des universités. Début 1993, la récupération s'élevait à environ un pour cent; les subventions pour 1993-1994 diminueront d'un peu plus de deux pour cent. Selon le gouvernement, les universités devraient imputer des frais de scolarité différentiels aux étudiants étrangers. Par ailleurs, il a présenté un projet de loi visant à réduire le traitement des professeurs de 3,8 pour cent, au moyen de congés non payés.

À l'université Memorial de Terre-Neuve : Le gouvernement a rogné le budget de fonctionnement de 1993-1994 de 1,2 pour cent, tandis que celui des immobilisations a été ramené de 2,5 millions de $ en 1992-1993 à un million de $ en 1993-1994. L'université a annoncé des augmentations d'au moins 10 pour cent des frais de scolarité.

Au Québec : Réduction en mars du budget des universités de 65,2 millions de $ pour 1993-1994, en tenant compte de diverses augmentations, notamment des inscription en 1992-1993 et en 1993-1994 et de l'indexation des traitement pour 1992-1993. Pour l'exercice 1994-1995, 10,8 millions de $ de ces économies seront affectés dans le cadre d'un nouveau plan de stimulation en contrepartie d'une augmentation de un pour cent de la productivité dans les secteurs public et para public.

Par ailleurs, le montant affecté aux fonds de recherche sera relevé de 1,5 millions de $ pour atteindre 50,5 millions de $ en 1993-1994 en raison de l'indexation des subventions et de fonds additionnels pour la composante internationale du financement de la recherche.

Glen Clark
Minister of Finance
British Columbia

B.C. freezes grants, provides special fund for new spaces

In British Columbia, the government has frozen operating grants for universities while providing some earmarked funds for new spaces. As part of Finance Minister Glen Clark's budget, the province's universities will receive "zero per cent inflators" or, put another way, exactly the same amount of money as last year. Capital budgets have also been frozen.

As part of the budget, funding equivalent to a three per cent operating increase will be provided for 2,800 new, full-time equivalent spaces. The new Langley campus of Kwantlen College will provide 800 additional spaces and the University of Northern British Columbia will provide about 1,500 full-time spaces when it opens in September, 1994. The government has capped tuition fee increases at 9.75 per cent.

Some of the more important budget decisions related to Advanced Education, Education

continued on page 12

Ontario NDP to cut millions

Le trésorier de la province a annoncé un train de réductions des dépenses de 6 milliards de $ dollars, qui toucheront très durement les universités et les fonctionnaires. Voila le prétendu «contrat social» du gouvernement Rae. Si les syndicats le rejettent, le NPD menace d'imposer des mises à pied massives dans le secteur public.

L'Union des associations de professeurs d'université de l'Ontario (UAPUO) participe aux négociations convoquées par le premier ministre et s'efforce avec d'autres groupes de dégager des éléments de négociation, tout en veillant à protéger sa clientèle. Devant les quelque 250 groupes représentant 900 000 employés du secteur public, M. Rae a signifié l'intention de son gouvernement de réduire grandement les dépenses salariales, visant notamment les employés payés plus de 40 000 $.

La veille de la réunion avec le premier ministre, l'UAPUO a participé à une assemblée d'une soixantaine de groupes d'employés pour s'entendre sur les points à défendre ensemble et resserer les liens qui les unissent dans un même combat.

Dans une mesure connexe, le gouvernement a offert à quelque 3 200 de ses employés admissibles un programme de retraite anticipée de 60 millions de $. Celui-ci s'adresse aux 90 000 fonctionnaires et agents de police provinciale ainsi qu'aux cadres supérieurs et avocats. Ces deux options seront offertes pendant une période de trois mois commençant le 1er juin.

Si les négociations en vue du contrat social achoppent, le processus risque de frayer les voies à des mesures menant au blocage des salaires ou à limiter les paiements de transfert provinciaux.

Quoi qu'il en soit, le gouvernement attend une réponse avant la présentation de son budget en mai.

J. Mark Langdon

Ontario Treasurer Floyd Laughren announced on April 23rd that the government would cut its expenditures by $4 billion plus another $2 billion. General operating grants for universities will he cut by $22 million in 1993/94 (0.8 per cent). These and other cuts would result in a job loss across the provincial university & college system of 800-1,000 jobs. The $2 billion would be negotiated with the public sector unions. Of this $170 million will come from the universities and colleges. The NDP government has suggested freezing public sector wages for three years and imposing twelve payless days in each of those three years. All previously negotiated and scheduled wage rate increases would be deferred for a period of three years. So would all merit increments and salary steps and cost-of-living increases as would any improvement in benefits. This is the so-called social contract. If the unions do not accept these proposals, the NDP has threatened massive lay-offs across the public sector.

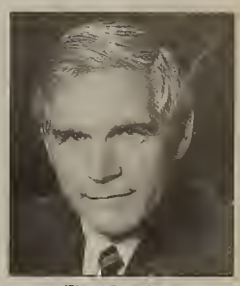
The Ontario Confederation of University Faculty Associations (OCUFA) has been actively involved in Ontario Premier Bob Rae's "social contract" talks in Ontario. OCUFA is working closely with other groups to develop common negotiating positions while at the same time articulating specific concerns of university teachers in Ontario.

Rae kicked off the social contract negotiations with a mammoth April 5 meeting with representatives from more than 250 groups which protect 900,000 public sector workers. At that meeting the government indicated it intends to make dramatic cuts in the province's payroll costs with a particular emphasis on what it perceives to be higher paid employees above $40,000.

Among those mentioned were doctors, pharmacists and university professors.

The process by which talks would occur was also announced on April 5. Rae tried to divide

Bob Rae



Floyd Laughren

public sector and related workers into six broad sectors. The unions refused and insisted on a single table. Subsequently, the unions rejected the government's initial proposals and said that they would produce suggestions of their own.

On Sunday, April 4, OCUFA had participated in a meeting of 60 employee-side groups. Those at this meeting, which was hosted by Liz Barkley, president of the Ontario Secondary Schools' Teachers' Federation, Sid Ryan, president of the Canadian Union of Public Employees and Fred Upshaw, president of the Ontario Public Service Employees Union, agreed to the following positions:

— free collective bargaining must continue in Ontario;
— Ontario must preserve quality public services and unionized public service jobs;
— pension plan rights and negotiations processes must be honoured;
— there must be no unilateral cuts to jobs, services or programs;
— there must be no reduction of any pay equity obligations;
— the groups all oppose rollbacks of public sector wages and benefits; and
— the groups agreed to attend the premier's April 5 meeting to receive information and state their positions.

Following Rae's April 5 meeting, all 60 groups agreed that many of their questions were either not answered or unsatisfactorily answered and they demanded an April 19 meeting with the premier, which was subsequently accepted.

continued on page 5

Redefining "Spouses" page 5

Violence on campus page 9

Services juridiques page 14

LETTERS/COURRIER

The Freeman File

Shades of Orwell?

Had Donald Savage had the courtesy to contact me before writing his article "Will NRC puhlish the Freeman file" in the March issue of the CAUT *Bulletin*, some of the more egregious myths surrounding the affair could have been dispelled. He certainly quotes opinions of others from this campus, none of whom has (yet) had the courtesy to discuss the matter with me either.

During my six-year term as (honourary, unpaid) CJP editor, one or two (of its 12) issues a year served as the proceedings of Canadian Physics-related scientific conferences. The massively multidisciplinary KNP conference of Professor Freeman had a high physics-related content (see the 400 page Sept. 1990 issue). The 4.5 page paper in question was externally refereed, and when it was accepted we were under the impression that it had also been presented at the conference. We later found that this was not the case. My personal opinion of the paper is irrelevant. It would not have heen ethical to block publication on grounds of personal distaste.

That mature academics should demand names of referees and also demand that the issue be withdrawn (shades of Orwell and 1984) is bizarre.

The situation has evolved into a most interesting concatenation of: the criteria for scientific publishing; the noisy and somewhat vulgar politics of protest (if you shout loudly enough you hope that you will get your own way!); political correctness; print and broadcast media manipulation on both sides of the argument; agency (NRC) "damage control."

The affair is a situation that, had he been alive, would have made C.P. Snow's "fingers itch" to encapsulate it as a novel! It has more contrived drama than his "The Affair."

I should also point out that NRC did not "remove me." Last year I came to the end of a very demanding (unpaid) six-year term which called for a sustained personal effort of about one or two hours a day in addition to that of the local office staff. Over this period we processed 1,200 to 1,500 pages a year. In this non-trivial task, associate editors, referees, and NRC Research Journals staff all played vital roles.

There has never been a word of thanks for this long sustained service to Canadian Physics to the detriment of my personal research program. Sadly, one grows used to the fact that courtesy and good manners are no longer as highly prized by some academics nor in parts of some government agencies as they used to be.

R.W. Nicholls
Distinguished Research
Professor of Physics
York University

C-minus for research

The facts of the Freeman affair speak for themselves. In 1990 the *Canadian Journal of Physics*, supported by the National Research Council, published Gordon Freeman's article under the heading "Sociology."

The article did not follow the requirements for a research article, failing to refer to earlier research except that of the author, neglecting to apply controls against bias in data collection or tests of data validity, and concluding that correlations existed without having reported any sampling design, any definitions of variables, any systematically tabulated set of data, any statistical analysis, any estimates of parameters, or any significance tests.

In the context of social science, Freeman's work would probably have received a C-minus as an undergraduate paper, a failing grade as a graduate paper, or a clear rejection from a journal.

It is not credible that, at the page-proof stage, the article's heading, nature, and content could have escaped the attention of those responsible for publishing this issue of the CJP. But they published it.

The CJP's expression of regret, published in 1991, is equivocal in its explanation: "This article does not comprise science and has no place in a scientific journal." Among physicists and chemists the words "science" and "scientific" are normally taken to mean natural science and to exclude social science. The explanation clearly carries the implication that, for all the CJP and NRC know, this article might well comprise sociology, as it was labelled when they published it, and might be acceptable for publication in a social science journal.

It would be a straightforward task to explain why Freeman's conclusions do not follow from the work he has reported, given his article's pitifully inadequate research content, whether judged by the standards of natural science or those of social science.

The most curious aspect of this exceedingly curious affair is the inordinate and continuing delay of the CJP and NRC in acting to inform their subscribers of the article's flaws, and to counter the harmful effects which their publication of it has had, both on their own credibility and in the debate about sexism in science.

They could have acted effectively by publishing promptly and indexing fully a responsible critique of the Freeman article. Such actions constitute part of the normal error-correction process in scientific publishing, and are essential when gross errors have occurred.

Alan Baker
Geography
University of Toronto

Editor defended

Although I am not a member of CAUT, I was grateful for having been sent a free and unsolicited copy of the March *Bulletin*, for it drew my attention to an interesting article in Canadian Journal of Physics that I would otherwise have overlooked.

I imagine that any comments I might make on the article itself have already been made by now, so I refrain. However, being myself an editor of a Canadian scientific journal, I cannot let the scurrilous criticism of CJP's former editor Professor Nicholls go unanswered. The CJP article was submitted to Dr. Nicholls (incorrectly, as it happens) as if it were part of the proceedings of a scientific conference which the National Research Council had already agreed to publish, and the article was read by a referee, who made a positive recommendation.

Under these circumstances, neither the editor's nor CAUT's opinion of the content or conclusions of the article would have had any bearing on the decision to publish it. The editor would have been remiss in his duty had he failed to do so, and it would have been presumptuous of him to have made a value-judgment on it.

The CAUT article includes an astonishing implied criticism of Dr. Nicholls for declining to reveal the name of the referee or to produce the referee's report, a criticism that in turn entails an inescapable suggestion that perhaps the paper was not refereed after all. Dr. Nicholl's decision in this instance, too, is scrupulously correct; he would be guilty of appalling professional misconduct were he to reveal the name of the referee.

The *Bulletin* also states that NRC "removed" Professor Nicholls and "replaced" him. NRC did nothing of the sort, and certainly if anyone were to publish an untrue statement that the organization that engages me as editor has "removed" me, I would be a good deal less accommodating about it than Professor Nicholls has been.

NRC was fortunate in securing the unpaid services of a scientist of Professor Nicholl's calibre for six years to carry out the very hard labour of maintaining the high standards of CJP which he did. Your criticism of him for carrying out these voluntary duties does him a great injustice.

Jeremy B. Tatum
Physics and Astronomy
University of Victoria

Laugh it off?

Most of the physicists I've met seemed capable of understanding that Gordon Freeman's article did not in fact deal with their discipline. For those few who did not get the point, the editors should publish a note in the next issue. The note should say that, "due to an error, their 'April Fools' article slipped into the September rather than March issue by mistake. Those readers who missed the point are now permitted to smile, laugh, chuckle, slap thighs, or enter into such other forms of uncontrolled mirth as may suit their fancy."

Raucous laughter, rather than ponderous academic whistle-blowing, resolution-passing, and the like is surely the right response to silliness whenever we find it.

Neil Sutherland
Social and Educational Studies
University of British Columbia

NDP leader supports opposition to merger

April 6, 1993

Mr. Donald Savage
Executive Director, CAUT

Thank you for writing and expressing your opposition to the federal government's attempt to merge the Social Sciences and Humanities Research Council, and the international cultural programs of External Affairs, with the Canada Council.

As you know this merger was announced in the budget of February, 1992 and was set out in section 3 of Bill C-93. This bill has now gone through first and second reading, the legislative committee stage, and is waiting to be introduced for third reading before going to the Senate for final approval.

My colleagues, Howard McCurdy, Science and Technology critic, and Simon de Jong, Arts and Culture critic, have been in the forefront in opposing this ill-conceived merger. When C-93 was in committee, opposition members were able to force the government officials to admit that no money will he saved by creating this single new cultural agency. The officials also had to admit that the decision to abolish SSHRC and the External Affairs cultural relations program was totally arbitrary and was done without any consultation or appreciation of the implications.

My party recognizes the terrible financial situation our country faces. The economic mismanagement of the present and previous government has created an accumulated debt that is strangling public programs. We support efforts that will eliminate government waste and produce greater efficiencies. However, section 3 of Bill C-93, will only lead to more waste and inefficiencies.

It is clear that the government's motivation is for electoral purposes. I find it abhorrent that the future of such an important national institution as SSHRC has become a pawn in the cynical game plan of this government's re-election strategy.

At this point in time the government has not proceeded with the final stage of Bill C-93. There are rumours that it may drop section 3 of the Bill or, alternatively, accept some significant amendments. If the rumours prove true it will be because of the vigorous opposition demonstrated by you and others from the academic and the arts communities.

Research in the social sciences and humanities was separated from the Canada Council in 1976, and SSHRC became a separate granting ageney similar to the Natural Sciences and Engineering Research Council and the Medical Research Council. This was an important step for the social sciences and the humanities because it recognized them as a separate field of scientific research.

My party and I do not accept that this should be reversed just to please the short-term political interests of the government of the day. Please be assured that we will continue to vigorously oppose Bill C-93 and any other attempts to undermine the present situation.

Audrey McLaughlin
Leader of the
New Democratic Party

Comments? Questions?

Letters for publication are welcome. Maximum 300 words. Publication is at the sole discretion of CAUT. CAUT will not normally print letters about individual grievances nor those which, in its judgment, are libellous or defamatory, are on subjects which are not within the purview of CAUT's activities, or have been sufficiently discussed by other letter writers.

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Courrier des lecteurs

La rédaction invite les lecteurs à lui écrire. La longueur des textes est limitée à 300 mots. L'ACPPU se réserve le droit de choisir les lettres qui seront publiées. En règle générale, les lettres portant sur des griefs particuliers à l'échelle locale ne seront pas publiées ni celles que l'ACPPU estime diffamatoires ou dont le sujet dépasse le cadre des activités de l'ACPPU ou a été suffisamment débattu par d'autres correspondants.

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EDITORIAL/ÉDITORIAL

Alan Andrews

Report's 'double vision' provides disturbing perspective

That the *Report of the Independent Study Group on University Governance* was published in January was apt. The Roman god Janus from whom the month takes its name looked in two directions, to the past and to the future.

Looking to the past, the authors of the ISGUG Report remind us that the basic principles that underlay the Duff-Berdahl Report of 1965 remain broadly applicable today, particularly when it comes to academic self-government. At the same time the McGovern-Bourgeault-Benjamin Report gives some urgency to the need to look forward when it comes to the challenges that are already facing universities with respect to the ways in which they are to account to their funders.

In Canada these funders are principally, though not only, governments on behalf of taxpayers.

The members of the study group face two ways in another, though related, sense as well. They look inward to the university itself and outward, to the politicians and the various publics universities serve.

The backward glance and the inward look have produced a disturbing conclusion. Despite the widespread acceptance of the Duff-Berdahl principle of shared governance, in the words of the ISGUG Report, "adopted until recently as a principle of almost biblical proportions," and the development of structures for participatory decision making on academic matters, "the participants [have] found themselves involved in a process that was both frustrating and ineffective."

What has gone wrong? Some would say that academic staff members have not taken seriously enough the responsibilities of membership in the universities' self-governing bodies. There may be something to this. There is good reason for faculty members to feel that time spent on governance is not valued, and, in any event, that the power and independence of bodies like senates has seriously declined. The Smith Report, for example, that implied governance can be safely left to the administrators. As the ISGUG Report shows, however, it cannot. And, as we are increasingly made aware, collegial failure is at the heart of the problems facing universities.

The most significant development with respect to university governance since Duff-Berdahl has been the emergence of a cadre of career managers in universities. These persons see it as their task to run the university. This, more than anything else, has alienated faculty from the role envisaged for them by James Duff and Robert Berdahl. This is not a mere matter of hurt sensitivity. The work of teaching and research has been separated from the activity of its governance.

There are many ways in which this separation has slowly infiltrated what once seemed like an acceptance of participatory democracy. Crucially, bodies that make the real decisions, about academic programs and resource allocation,are dominated by management. Where they are not, elected committees find themselves wholly dependent for information on full-time administrators with the result that decisions are foreordained as a result of the way in which information is provided. Data analysis is the work of people beholden to the administration and so on.

The report suggests important changes to make senates more independent. One such, that could be instituted without difficulty in most universities, is the creation of an independent speaker of senate elected by the senate rather than having the president in the chair. This is a reform that CAUT instituted in its own council with great success. The secretary of senate should be responsible to the speaker rather than to the administration and the office should have some independent research capacity.

Worse, some of this work proceeds in secret. It appears the decision to transfer the Graduate Journalism program at the University of Western Ontario to Carleton was signed, sealed and delivered by the Western administration without any public discussion by the senate and with assistance from the Ontario government's restructuring fund. The senate only will be permitted to discuss what has already been decided. This procedure incidentally, makes a mockery of the Rae government's vaunted commitment to codetermination between employer and employees in arriving at restructuring proposals.

Secret decision-making flies in the face of what universities stand for, the free and open exchange of ideas. As McGovern et al. make clear, among the many other defects plaguing university governance at present there is a significant want of openness. Much needs to be done to change this, and the report has some helpful things to say about what might be done. In this connection it would be useful if university presidents reported regularly through the senate about representations made to government on behalf of their institutions and the results thereof. They should keep their members informed about the issues they discuss and the positions they take at meetings of national bodies like the AUCC and provincial or regional ones like the Ontario Council of Universities.

These two reforms — an independent speaker and the reporting by presidents to senate of their actions taken in other forums — would be good first steps towards the greater reform of university governance that is sorely needed.

Une double vision menant à une conclusion inquiétante

Il était tout à fait approprié que le Rapport du Groupe d'étude indépendant sur la direction des universités paraisse en janvier. Dieu du panthéon romain, Janus, dont le nom a servi à baptiser le mois en question, avait le don de regarder dans deux directions, vers le passé et vers l'avenir.

Les auteurs du Rapport du GEIDU, en jetant un regard sur le passé, nous rappellent que les principes fondamentaux qui sous-tendaient le Rapport Duff-Berdahl de 1965 restent largement pertinents aujourd'hui, en particulier en ce qui concerne l'autonomie de direction. De même, le Rapport de MM. McGovern, Bourgeault et Benjamin montre l'urgence de tourner le regard vers l'avenir, vers les défis qui se présentent déjà aux universités quant aux moyens à prendre pour qu'elles puissent rendre compte à leurs bailleurs de fonds qui, au Canada, sont principalement mais non uniquement les gouvernements agissant au nom des contribuables.

Les membres du Groupe d'étude regardent encore dans deux directions, dans un autre sens connexe toutefois : ils ont regardé vers l'intérieur de l'université elle-même et, vers l'extérieur, les politiciens et les diverses clientèles que les universités desservent.

Le coup d'oeil vers le passé comme celui vers l'intérieur a mené à une conclusion inquiétante. Malgré l'acceptation très large du principe de direction partagée énoncé dans le rapport Duff-Berdahl, «jusqu'à tout récemment tenue comme principe quasi religieux» selon les termes du Rapport et l'élaboration de structures visant la prise de décisions participatives sur les questions relatives à l'enseignement et à la recherche, «ceux qui participent se trouvent pris dans un processus à la fois frustrant et inefficace.»

Que s'est-il donc passé? Certains diraient que les membres du corps professoral n'ont pas pris suffisamment au sérieux les responsabilités relatives à leur adhésion aux structures de direction autonome des universités. Sans doute y a-t-il là quelque vérité.

On peut cependant pardonner aux membres du corps professoral d'avoir cru que le temps consacré à la direction n'est pas apprécié et que, de toutes manières, l'indépendance et le pouvoir des organes comme les conseils d'université s'étaient gravement affaiblis. L'auteur du Rapport Smith, par exemple, estimait que la direction pouvait être laissée en toute sécurité entre les mains des administrateurs. Ainsi que le Rapport du GEIDU le démontre, toutefois, ce n'est pas le cas. Or, comme nous le voyons de plus en plus clairement, la collégialité manquée est au coeur des difficultés qui assaillent les universités.

L'événement le plus significatif en matière de direction des universités depuis la parution du Rapport Duff-Berdahl a été l'émergence dans les universités d'une classe de dirigeants professionnels. Ces personnes considèrent la tâche de gérer l'université comme leur unique fonction. Cette évolution, plus que toute autre chose, a aliéné les professeurs du rôle envisagé pour eux par MM. Duff et Berdahl. Il ne s'agit pas là de sensibilités blessées. Le travail d'enseignement et de recherche a été séparé de celui qui les dirige.

Cette séparation des fonctions a pris de nombreuses voies pour infiltrer ce qui apparaissait comme les débuts d'une démocratie participative. Les corps constitués qui prennent les décisions fondamentales à propos de programmes universitaires et d'affectation des ressources sont décisivement dominés par les dirigeants. Là où ce n'est pas le cas, les comités élus se retrouvent totalement dépendants de l'information fournie par des administrateurs à temps complet : par conséquent, les décisions sont décrétées d'avance du fait de la manière choisie pour transmettre l'information. L'analyse des données est faite par des personnes redevables aux administrateurs et ainsi de suite. Le Rapport propose des changements importants à apporter de manière à rendre les conseils d'université (senate) plus indépendants. L'un de ces changements, qui pourrait être institué sans difficulté dans la plupart des universités, est la création d'un poste de président d'assemblée indépendant du conseil d'université, élu par ce dernier plutôt que de voir le président du conseil occuper ce fauteuil. Le secrétaire général du conseil d'université devrait relever de ce président d'assemblée plutôt que de l'administration et son bureau devrait avoir la possibilité de mener des recherches indépendantes. C'est une réforme que l'ACPPU a instituée dans son propre Conseil avec d'excellents résultats.

Ce qui est pis, c'est qu'une partie de ce travail s'effectue dans le secret. Il semble que la décision de transférer le programme avancé de journalisme de l'université Western Ontario à l'université Carleton ait été signée, scellée et livrée par l'administration de Western sans discussion publique d'aucune sorte avec les membres du conseil d'université et avec l'aide de la caisse de restructuration du gouvernement de l'Ontario. Le conseil d'université sera autorisé à discuter de ce qui a déjà été tranché. Cette démarche, incidemment, transforme en moquerie l'engagement tant vanté du gouvernement Rae de parvenir à un régime de codétermination entre employeur et employés en matière de propositions de restructuration.

La prise de décision à huis clos est tout à fait opposée à tout ce que les universités incarnent : l'échange libre et ouvert des idées. Comme le font comprendre le professeur McGovern et ses collègues, parmi les divers défauts qui rongent la direction des universités, on trouve une grande absence de transparence. Il y a bien du chemin à faire pour changer cette situation et le Rapport apporte quelques suggestions fort utiles sur les moyens à prendre pour y arriver. Dans cet ordre d'idées, il serait utile si les recteurs d'université faisaient régulièrement rapport, par l'intermédiaire du conseil d'université, sur les démarches qu'ils entreprennent au nom de leur établissement et, en particulier, s'ils tiennent informés leurs membres des enjeux qu'ils discutent et des positions qu'ils adoptent au cours de réunions d'organismes nationaux comme l'AUCC et les associations provinciales et régionales comme le Conseil des affaires universitaires de l'Ontario.

Ces deux réformes — élection d'un président d'assemblée indépendant et présentation de rapports des recteurs à leur conseil d'université sur leurs actions dans d'autres enceintes — formeraient d'excellents premiers pas dans la voie des changements plus généraux à apporter à la direction des universités dont nous avons besoin.

CAUT Meeting Schedule

Committee	Date
Status of Women	June 3-5
AF&T	June 4-5
Consortium	June 10
CB Conference (Val Morin)	June 12-16
Executive	June 25-26

Calendrier des réunions de l'ACPPU

Comité	Date
statut de la femme	3-5 juin
CLUPE	4-5 juin
Consortium	10 juin
Conférence sur la négociation collective (Val Morin)	12-16 juin
Comité de direction	25-26 juin

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Advertising & Circulation/Publicité et diffusion: Stella Cosentino
Translation/Traduction: Monique V. Lenda

Published by the Canadian Association of University Teachers, 308-294 Albert St., Ottawa, Ontario K1P 6E6 (613) 237-6885.
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The CAUT Bulletin is published the first week of each month September through June. Total average distribution 33,000. ISSN 0007-7887.
Printing, Layout and Editorial Services: Performance Printing, Smiths Falls, Ontario

Publié par l'Association canadienne des professeures et professeurs d'université, 294, rue Albert, bureau 308, Ottawa (Ontario) K1P 6E6 (613) 237-6885.
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Le Bulletin de l'ACPPU est publié la première semaine de chaque mois de septembre à juin. Tirage moyen: 33 000. ISSN 0007-7887
Impression, mise en page et services de rédaction: Performance Printing, Smiths Falls (Ontario).

COLLECTIVE BARGAINING AND ECONOMIC BENEFITS

Universities and faculty collective bargaining - why did it happen?

Donald C. Savage

There is a persistent fable in Canadian academic discourse to the effect that once upon a time universities were democratic or at least constitutional and run by the faculty in a collegial manner. Quite when this was, is never very clear — perhaps before the Second World War, or in the forties or fifties. Then came collective bargaining and the death of collegiality. There is only one problem with this fable. It is not true.

The research of historians like Michiel Horn has shown that Canadian universities in the good old days were either the personal fiefdoms of their presidents who were sometimes benevolent and sometimes not or an oligarchy composed of the president, the deans of the professional schools, and one or two key members of the board.

In clerical universities there was an equivalent ecclesiastical oligarchy. It is true that universities were small in those days and senior professors could meet the president informally and lobby for personal or departmental goals.

But when push came to shove there was no doubt about who was in charge. Tenure in those days meant a contract at the pleasure of the board. George Hunter, a senior professor and departmental chair at the University of Alberta was fired with 24 hours notice, perhaps because he was left-wing, perhaps because he was abrasive, no one knew for sure.

In any event, whatever informal protections longevity and the web of academic and social connections gave to senior professors, junior faculty had absolutely no protections.

As Professor Horn has pointed out, the tribulations of Hunter and the better known cases of Frank Underhill at Toronto and Frank Scott and Eugene Forsey at McGill, far from being beacons of liberalism, were rather persuasive examples to Canadian professors to maintain a discreet silence.

The traditional Canadian university was transformed by the expansion of the fifties and sixties. Paternalism could no longer cope. Many universities had become so large and so impersonal that a new relationship had to be established between the faculty and the senior administration.

Clerical universities were secularizing, thereby lessening the credibility of old-style administration in those institutions. New universities were being created across the country which provided the chance to do things differently. University administrations expanded to deal with the new situation.

At the same time the new wave of faculty tended to be more liberal and more egalitarian, more vociferous in their demands to have an effective role in the running of the university and more prone to exercise their rights as citizens to partake publicly in political events both on and off the campus.

There were two successive responses by faculty to this transformation. The first was to try to reform the governance of universities. The founders of CAUT hoped that elected faculty in the senate would dominate the university. Their model was Oxbridge or Harvard. They wanted a self-governing guild along the lines of the medical or legal profession.

Changes did take place. Elected senates replaced appointed ones. Deans and chairs were no longer appointed for life. Chairs came to be chosen by their departments. The modern notion of tenure and academic freedom began to take shape. A degree of accountability was established. All these were very important.

But the revolution did not go far enough or fast enough. Faculty representation on senate was diluted by an ever-growing administrative cadre which also gradually created an administrative structure of management committees quite outside the control of senate. Nor were senates particularly independent since they were normally chaired by the president and staffed from an administrative office. Some were too large, and many came to be seen as irrelevant.

Real and arbitrary power seemed to many faculty to be still in the hands of the president and the board of governors which tended more and more to treat the faculty as another interest group while thinking of themselves as the key players in the university.

The faculty had always believed that, because they were responsible for the main functions of teaching and research, they were the core of the university.

Nor did the new governance structures provide fair and reasonable procedures for handling the many personnel grievances that arose in the sixties. Most universities did not have procedures for dismissal or for the granting of tenure that faculty thought were fair or independent. Nor were there grievance procedures. The strains of the sixties showed the need for these.

In addition the market for faculty changed abruptly as the sixties passed into the seventies. Academic staff who had no particular grievance with their administration nevertheless began to think of insurance against possible hard times.

The result was the rise of unionization. This created a much truer collegiality in the sense that faculty met senior administrators at the bargaining table as equals, not as supplicants. A collective agreement is a legal contract, which can be enforced, not a set of employer guidelines. The right to strike gives meaning to the bargaining process.

Collective bargaining allowed academic staff to ensure that their economic concerns were on the agenda of the university, not any longer as the last item after everything else had been paid for.

Furthermore contracts for academic staff gave a legal basis to academic freedom, created grievance procedures, and fair and binding procedures for handling dismissals, tenure denials and non-renewals.

All this meant that administrators had to be able to justify their key personnel decisions before independent third parties. This too was a revolution in university governance. It meant a significant change in the power relationship of academic staff and administrators.

Collective agreements also created procedures for handling workload and for dealing with financial exigency and redundancy which did not leave all the authority in the hands of the administration. They also transformed the position and the rights of groups such as academic librarians.

The fable about the good old days remains an important matter. Only the naive will think that economic hard times will result simply in demands for salary freezes. Administrators will be tempted to try to roll back the other gains made under collective bargaining, and some will try to sell the mythology about the good old days to justify it.

This is a condensation of a paper given at a conference on democracy and the universities at OISE in 1991.

(Donald C. Savage is Executive Director at CAUT.)

U.S conference considers solutions to university fiscal crisis

Maureen Kilgour

The National Center for the Study of Collective Bargaining in Higher Education and the Professions hosted a conference in New York in April to examine issues around the theme of Unions and Management: Working our Way out of Fiscal Stress.

University administrators and faculty representatives discussed why the public university system has been in a fiscal crisis, and ways of dealing with the crisis. There were parallels with the Canadian situation, especially in the discussions concerning the funding squeeze and faculty productivity.

For example, in an attempt to deal with the fiscal crisis, a number of state governments in the U.S. have implemented furloughs for public sector workers, including university teachers. This policy of forced days off without pay has been challenged in the courts in some states, and in New York State, was overturned.

University administrators in some locations decided instead to implement a policy of deferred salary, known as "lag payroll," in which days off without pay were still required, but the employee would receive make-up pay upon retirement or termination of employment.

Representatives from New Jersey higher education reported that their philosophy is to Restructure, Reallocate and then Retrench. Part of the restructuring would be a move to total quality management, or continuous quality improvement.

At the conference, these concepts were poorly defined in the context of a unionized university environment and the proponents did not take into consideration the reality of the collective bargaining relationship, which provides an established, ready-made structure for employers who are looking for ways to implicate employees in decision-making and accountability.

It was heartening to hear that most administration representatives have set priorities for dealing with financial stress — "Things before People, and Administration before Professional and Support Staff." However, they all indicated a desire to increase the productivity of the existing employee complement.

In response to calls for increased productivity, union representatives pointed out that private sector measures of productivity are not applied to the university workplace. For example, in Virginia, the last three years have seen a 27 per cent increase in the number of students, and only an eight per cent increase in the number of staff and reduced funding for the university. This would certainly be considered increased productivity in a private sector context.

John Reilly, president of the United University Professions, maintained that faculty productivity must not be about such things as getting more hours of work out of faculty. Instead, he believes that productivity should be measured by how people graduating have the ability to think, create, argue, analyze, etc. In effect, productivity should be measured by how well universities graduate students who are able to question authority.

Some participants provided action plans for faculty associations. Steve Finner, of the American Association of University Professors, warned that the U.S. public higher education system is being dismantled and privatized. In order to counteract this process, he urged that faculty and their unions become politically motivated and politically mobilized.

Irwin Polishook, of the City University of New York Faculty Association, stressed that expanding the role of the faculty in running the university is the only way that the current crisis can be survived.

Given the Manitoba furlough legislation and the Ontario Social Contract negotiations, these may also be important messages in the Canadian context.

(Maureen Kilgour is a Professional Officer, CAUT Collective Bargaining Cooperative.)

Manitoba faculty could face unpaid days off

Robert Chernomas

The Manitoba government recently introduced Bill 22, the Public Sector Reduced Work Week and Compensation Management Act. Universities are included by this proposed legislation, which would introduce the possibility of requiring public sector workers to take days off without pay.

Introduced at the beginning of April, Bill 22 is enabling legislation. The employer — in our case the administration and the Board of Governors of the University of Manitoba — is not required to implement the legislation. It is left to the employer's discretion.

The legislation permits an employer to impose leave without pay for up to 15 days in each of two consecutive 12-month periods. Should an employer decide to implement leaves without pay under this legislation, the first 12-month period must commence in 1993 no earlier than April 1.

No set amount of salary rollback has been mandated by the government for universities, although 3.8 per cent is the figure used for others paid out of public funds. Even this amount, however, is highly variable given the contractual obligations currently in place.

At this time, there are many unions in the province, as well as unions on the University of Manitoba campus, which will not actually realize a reduction in salaries of members in the magnitude of 3.8 per cent. Salary increases built into their collective agreements will protect a considerable portion of baseline salary.

For example, the cost of living increase for the employees of the civil service, to take effect in September, will be approximately 2.4 per cent. Bill 22 does not appear to abrogate any of these contractual obligations.

If the employer chooses to use this legislation, unilateral power is granted to impose its decision on employees. There is an obligation for the employer to consult with affected bargaining agents; however, the bill provides minimal requirements on the mechanics of consultation.

The bill contains provisions for the act to prevail over any regulation, collective agreement, and so forth. However, with regard to faculty contract negotiations (Universities of Manitoba, Winnipeg and Brandon collective agreements expired on March 31, 1993), the legislation speaks only to days off without pay. It does not impose restrictions, conditions or limitations on any other collective bargaining matters.

All proposed bills must be subjected to public committee hearings before passage, and it is likely people affected by the legislation and representatives of public sector unions will be voicing their opposition to this proposed legislation at that time.

(Robert Chernomas is the President of the University of Manitoba Faculty Association and a member of the Economics Department at the University of Manitoba.)

ACADEMIC FREEDOM
LIBERTÉ UNIVERSITAIRE

Study confirms merit of academic freedom clauses

Richard Hiatt & Donald C. Savage

Most faculty collective agreements in Canada have an article defining academic freedom, thus making grievances and arbitrations over breaches of academic freedom possible. Many faculty associations without collective agreements do not have such clauses although there may be in some cases a university statement on the subject.

The difference is that the former cannot be amended unilaterally; the later frequently can. This is shown by a recent survey undertaken by the CAUT Academic Freedom and Tenure Committee.

The survey further showed that grievances solely based on breach of academic freedom are rare. Indeed 30 of the 44 cases noted came from one university. Does this mean that such articles should be scrapped? Some university presidents have so indicated.

The answer is clearly no. The absence of grievances does not suggest that an article in a collective agreement is useless. In fact, it suggests the reverse, namely that it prevents administrations from launching attacks on academic freedom because they know they will lose. As one association said: "We haven't had to use it; therefore it must be effective."

Further, grievances are frequently multifaceted, citing a variety of articles, including academic freedom, that may have been breached, and are frequently settled on the more "nuts and bolts" issues.

If academic freedom articles are important, as we think they are, providing a legal basis for the concept, can they be improved? Generally, existing articles closely follow the CAUT model clause, elaborating on the theme that faculty are entitled to freedom in carrying out and publishing research, freedom in teaching and discussion, freedom to criticize and freedom from institutional censorship, regardless of prescribed doctrine.

The survey, (and AF&T experience), suggests that generalities may be insufficient. Protection of choice in the selection of textbooks and classroom materials needs careful consideration, for example, as does the problem of classroom disruption and harassment by students with particular agendas.

And certainly there is no reason for non-unionized associations — those with special plans or other arrangements — to be without an academic freedom clause in their contracts. It is not something that requires the protection of labour legislation.

Finally it should be noted that academic freedom clauses are currently under attack not only from some university presidents but from within our own ranks, as bulwarks protecting sexist and racist attitudes and practices. To the extent the clauses do this, it is unfortunate, but probably necessary. Censorship is censorship even if intended to promote harmony.

Freedom in research must, of necessity, include the freedom to get it wrong now and then. Freedom in teaching and discussion includes the freedom to disagree.

(Richard Hiatt, Department of Chemistry, Brock University is a member of the Academic Freedom and Tenure Committee, CAUT. Donald C. Savage is the Executive Director, CAUT.)

Confirmation du mérite des articles visant la liberté universitaire

La plupart des conventions collectives au Canada comportent un article qui définit la liberté universitaire, ce qui rend possible le dépôt de griefs et l'arbitrage à la suite d'infractions. De nombreuses associations professorales ne bénéficient pas d'une telle clause bien que, dans certains cas, l'université ait fait une déclaration officielle sur la question.

La différence entre ces deux formules, c'est que la première ne peut être modifiée unilatéralement et que la seconde l'est souvent. C'est ce qui apparaît dans un sondage récent mené par le Comité de la liberté universitaire et de la permanence de l'ACPPU.

Le sondage a montré de plus que les griefs fondés uniquement sur une infraction à la liberté universitaire sont rares. En fait, 30 des 44 cas notés se sont présentés dans une seule université. Cela signifie-t-il que de tels articles n'ont pas de raison d'être? Certains recteurs d'université semblent le penser.

D'évidence, la réponse est «non». L'absence de griefs ne signifie pas qu'un article d'une convention collective est inutile. En fait, cela signifie le contraire, c'est-à-dire qu'il empêche les administrateurs de lancer des attaques contre la liberté universitaire étant donné qu'ils se savent d'avance perdants. L'une des associations en a dit ceci : «Nous n'avons pas eu à nous servir de cet article; par conséquent, il doit avoir son utilité.»

De plus, les griefs traitent souvent de plusieurs aspects d'un problème et renvoient à plusieurs articles, y compris celui sur la liberté universitaire, qui peuvent avoir été violés et dont le règlement se fonde souvent sur des enjeux fondamentaux.

Si les articles relatifs à la liberté universitaire sont importants, comme nous le pensons, car ils apportent une base juridique au concept qu'ils véhiculent, peut-on les améliorer? En général, les articles existants suivent de près la clause modèle de l'ACPPU, en explicitant la thèse selon laquelle le professorat a droit à la liberté de mener de la recherche et d'en publier les résultats, la liberté d'enseigner et de discuter, la liberté de critiquer et d'être protégé contre la censure, quelle que soit la doctrine prescrite.

Le sondage tout comme l'expérience accumulée par le Comité de la liberté universitaire et de la permanence indiquent que les généralités peuvent se révéler insuffisantes. Par exemple, protéger la liberté du choix des manuels et du matériel didactique exige une étude attentive, comme l'exige le problème de la perturbation des cours et du harcèlement par des étudiants défendant leurs propres causes ou programmes.

Et d'ailleurs, il n'y a pas lieu que les associations non syndiquées — celles que régissent des contrats spéciaux ou autres dispositifs — n'aient pas de clause sur la liberté universitaire dans leurs contrats. Ce n'est pas un sujet qui exige la protection de la législation du travail.

Enfin, il faut noter que les clauses visant la liberté universitaire sont actuellement attaquées non seulement par certains recteurs d'université mais également par des membres au sein de nos rangs, comme des remparts de protection d'attitudes et de pratiques sexistes et racistes. Dans la mesure où ces clauses y contribuent, c'est malheureux, mais probablement nécessaire. La censure reste la censure même si elle a pour objet de favoriser l'harmonie.

La liberté de la recherche doit, nécessairement, comprendre le droit de se tromper de temps à autre. La liberté d'enseigner et de discuter comprend le droit d'être en désaccord.

TAX FAX

Robertson & Hill
Chartered Accountants

To: *CAUT Members*
From: *Steven Dyck*
Re: *Redefining "Spouses"*

Canadian tax is about to get interesting. The *Tax Act* has traditionally defined "spouses" as legally-married opposite-sex conjugal partners, for everything from determination of eligibility for married dependant credits to definition of "family income" for child tax or GST credits. The first of these criteria is now gone, the second is challenged, and the third must now be defined by the courts.

It is argued that the current system discriminates against legally-married spouses who were disadvantaged relative to two unmarried people living together each claiming an equivalent-to-married credit for their child from a previous relationship. The same couple once married is limited to two child tax credits. After 1992 even these are gone, replaced by the child tax benefit. That opens a larger Pandora's box, since the benefit is based on household income: two co-habiting persons who can avoid designation as one household are advantaged by the new system.

The new rules giving common-law couples marital status for tax purposes, confer advantages as well as disadvantages: for example, use of spousal RRSP contribution rules and the $6,000 spousal rollover of pension income. The married credit is available for non-working common-law spouses, and capital property can be transferred between them without triggering capital gains tax.

The issue will be whether a relationship is "conjugal," and we can expect some interesting jurisprudence as the courts hammer out the parameters. They also must consider related issues such as how to treat individuals who throughout a non-legally-married relationship file as singles, then upon break-up or partner's death, try to assert survivor pension rights or rights to a tax-free spousal transfer on death, or a share of matrimonial assets on break-up.

These issues will be more complex still if a recent decision by the Ontario Human Rights Commission concerning the "spousal" rights of same sex partners proves trend-setting. The Commission recognized a same sex partner's right to survivor benefits under his or her partner's group insurance plan by calling him or her a "spouse." Pension plans recognizing same sex partners as spouses are not currently qualified to register under the *Tax Act*. It remains to be seen how this conflict will be resolved, but attempts to define same-sex unions as "spousal' could lead to legal tangles, with Revenue Canada trying to prove whether two persons of the same sex sharing accommodation are or are not living conjugally.

Whatever the result of these innovations from a social policy standpoint, it is safe to say that as we move away from our historic definitions of "spouse," Canadians will find the courts creating much more law to define the alternatives, and will want to consider the implications when defining their personal life-style.

(Steven Dyck, C.A., is senior manager with Robertson & Hill, chartered accountants in Ottawa. Readers of this article should note that the material presented herein is expressed in general terms. The particular circumstances of any individual's tax situation must also be taken into account. Accordingly, we suggest that no action be taken solely on the basis of the information provided herein and that in many cases professional advice should be obtained.)

Ontario NDP

continued from page 1

On April 6, Saul Ross, president of OCUFA, said that "education, health care, social services and government services are not luxury items. They are necessary investments to achieve a healthy economy and an equitable society."

Ross added that OCUFA will work closely with other public sector workers' organizations and will "not allow universities or faculty to be isolated in this climate."

Ross also questioned the government's economic strategy and said universities must be bolstered in order to have a sound economy: "I would have hoped that the government would build on the current economic recovery, not cripple it. Education, for example, is widely recognized to be a key to economic and social progress. Investment in universities is an investment in the future."

OCUFA expressed concern that professors were unfairly characterized as being a higher paid group who should be particularly willing to tolerate cuts. The association noted that in university careers the fair measurement is lifetime earnings, not annual salaries. Ross concluded: "This kind of divide-and-conquer tactic is odious. Neither we nor our other public sector allies will play that game."

In a related move, the Ontario government has offered about 3,200 of its employees a one-time-only $60 million early-retirement package. One buy-out package is aimed at 90,000 civil servants and provincial police officers while another targets senior managers and lawyers. Both packages will be offered for a three-month period beginning June 1.

Patrick Monahan, a law professor at Osgoode Hall, suggested that if the social contract talks break down, the process may lay a foundation for the Ontario government to legislate wage controls or limit provincial transfer payments.

"It could be that this will simply soften people up for a legislated wage freeze that will be sold as a victory," he said. "There is an air about this of flying by the seat of their pants. Why didn't they start six months ago? I just don't think a negotiated settlement is going to happen. I mean, why would I ever agree to making concessions without knowing if someone down the hall is also making concessions?"

The government wants an answer before its May budget.

(J. Mark Langdon is a Ph.D student in the Department of Political Studies, Queen's University)

ISGUG Report series

Boards of governors should be open and non-partisan

CAUT released "Governance & Accountability: the Report of the Independent Study Group on University Governance" at the end of January. The report written by Ken McGovern, Guy Bourgeault, and Ernst Benjamin was summarized in CAUT's February ***Bulletin****. CAUT published abstracts of the sections of the report on senates and on openness in the March and April issues. In this issue we continue the series with a look at boards of governors.*

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The independent study group considered suggestions that boards of governors were an anachronism and should be abolished but rejected this view. Instead it argued that boards need to be effective and they need to carry out two functions — to "...ensure that the university fulfils its obligations to a diverse public which includes both formal government and a vast array of community groups and interests. Yet, at the same time,...(to) make certain that the university is not compromised by partisan or private interests."

The report suggests that boards have not carried out this mandate especially well. To be effective boards must be small. Otherwise, the authors suggest, the work will inevitably be delegated to an executive committee which is likely to be dominated by the administration. Such domination has already led to widespread cynicism among the faculty about the role of the board which appears to be in many cases simply a cheering section for the senior administration.

The report suggests as a possible model a 24-person board composed of 16 members of the public of whom at least four might be graduates, plus two elected students, three elected faculty, two elected representatives of the support staff and the president.

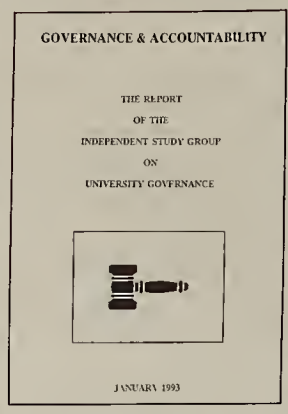
The board should meet monthly if it is going to have an ability to oversee how the university carries out its mission statement and how it is administered.

The nominees to the board should not be either civil servants or serving politicians since that creates the possibility of conflict of interest, particularly in relation to the duty of the board to defend the legitimate autonomy of the university.

The authors note that until recently little effort was made to recruit women to boards of governors and that this should be rectified.

One of the problems that arises when governments appoint the nominees of the community is that of patronage. Professor Ron Watts, former principal of Queen's University, noted in his contribution to *Public Purse, Public Purpose* that:

"I recall, when I was a member of the Council of Ontario Universities, our dismay when we found that the then Conservative government in the 1970s was shifting from a pattern of seeking the advice of universities about who might be valuable members of boards of governors, to simply turning the selection process over to the party headquarters to decide what members of the party deserved rewards for their services to the party by being put on boards of governors. This certainly was not a way of ensuring accountability of universities at a time when the government had the opportunity to put public citizens in an important role where they could have some valuable bearing on university policy."



The report recommends that provinces, particularly those with a significant number of universities and where the provincial government appoints members of the board, should adopt the Minnesota model rather than the patronage model.

In 1988 the state of Minnesota passed legislation creating a Regent Candidate Advisory Council. It is itself a reasonably representative body and is charged with producing a slate of candidates who satisfy the conditions of diversity, freedom from conflict of interest as well as other qualifications which make them suitable candidates to oversee the University of Minnesota.

The use of this procedure, which has received support from the Association of Governing Boards of Universities and Colleges in the United States, could do much to ensure that consideration is given to candidates who have a genuine contribution to make to the university.

It is not possible, however, for the board to include representatives of all the interests that are involved in the work of the university or are touched by it. To do so would create an enormous and unworkable board. The report suggests that universities should work out formal mechanisms for consulting their immediate communities on a regular basis.

Boards also need to be much more open. It is far too frequently the case that board meetings are routinely closed for all significant business, thereby defeating the purpose of having elected representatives of the faculty, staff and students since they are thereby precluded from reporting to their constituencies. On the other hand faculty members on the board cannot participate in the discussion of the board's collective bargaining policies vis-a-vis the academic staff.

Boards need to be governed by an effective conflict of interest policy. The report suggests that such a policy should generally be one of public disclosure of potential conflict rather than exclusion. However, it argues that in the special case of those with significant ongoing business with the university (insurance companies, law firms, computer companies), their representatives should not sit on the board of governors.

In order to facilitate effective liaison with the senate or general faculties council, the report recommends that one or two members of the board serve on the senate and that certain key committees such as the planning committee and the equity committee be joint committees.

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The CAUT Council will be preparing a response to the report later this year. Discussion will take place at the May and September Council meetings. In preparation for this response, Council established a small ad hoc committee to examine the report's recommendations and provide further guidance.

The committee, consisting of Fred Wilson (Past-President, CAUT) and Claude Dionne (CAUT Vice-President) will be consulting with local and provincial faculty associations, the CAUT standing committees, the Collective Bargaining Cooperative and other interested groups in the preparation its report. If you have views, please send them to Professor Fred Wilson, CAUT, 308 - 294 Albert, Ottawa, ON K1P 6E6; fax 613-237-2105. There will also be a discussion on June 7 at the Learned Societies' Conference.

A copy of "Governance & Accountability" can be obtained from your local faculty association or copies can be purchased at a cost of $10.70/copy from CAUT. All university libraries have been sent a free copy.

Comptes rendus sur le rapport du GEIDU

Transparence et impartialité des conseils d'administration

L'ACPPU a publié fin janvier «Autonomie de direction et responsabilité publique des universités : Rapport du Groupe d'étude indépendant sur la direction des universités». Oeuvre des professeurs Ken McGovern, Guy Bourgeault et Ernst Benjamin, le rapport a été résumé dans le ***Bulletin*** *de l'ACPPU de février.*

L'ACPPU a entrepris la publication de larges extraits de chacune des grandes sections du rapport dans les livraisons de mars, avril, mai et juin du ***Bulletin****. Dans le présent numéro, nous poursuivons cette publication en jetant un coup d'œil sur les conseils d'administration.*

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Le Groupe d'étude indépendant a étudié les commentaires selon lesquels les conseils d'administration sont anachroniques et devraient être abolis, mais il a rejeté cette opinion. Il a plutôt soutenu que les conseils doivent devenir efficaces et qu'ils doivent s'acquitter de deux fonctions : «[...] veiller à ce que l'université remplisse ses obligations envers une clientèle variée qui comprend à la fois les gouvernements et administrations publics, et tout un éventail de groupes et d'intérêts présents dans la société; mais, en même temps, il doit faire en sorte que l'intégrité intellectuelle de l'université ne soit pas compromise par des intérêts partisans ou privés.»

Les auteurs du rapport estiment que les conseils ne se sont pas acquittés de ce mandat très brillamment. Pour être efficaces, les conseils doivent être de taille raisonnablement restreinte. Autrement, selon les auteurs, le travail serait inévitablement délégué à un comité de direction qui serait sans doute dominé par l'administration. Une telle domination a déjà suscité beaucoup de cynisme parmi le corps professoral à propos du rôle du conseil qui semble, dans bien des cas, faire simplement office de la claque soutenant l'administration.

Le rapport propose comme modèle possible un conseil comptant vingt-quatre membres dont seize personnes nommées dans la collectivité, au moins quatre diplômés de l'établissement, deux étudiants élus, trois membres élus représentant le corps professoral, deux représentants élus du personnel de soutien et le recteur.

Le conseil devrait se réunir tous les mois s'il veut avoir la possibilité de participer à l'élaboration et à la formulation de la mission de l'université et surveiller son administration.

Les personnes nommées au conseil d'administration ne devraient être ni des fonctionnaires ni des politiciens encore en activité étant donné qu'une telle situation comporte le risque de conflit d'intérêts, en particulier en ce qui concerne la responsabilité du conseil de défendre l'autonomie légitime de l'université.

Les auteurs notent que, jusqu'à récemment, on avait fait peu d'efforts pour recruter des femmes dans les conseils d'administration et que la situation devrait être redressée.

L'un des risques qui se présentent lorsque les gouvernements nomment les candidats issus de la communauté est celui du népotisme. Le professeur Ron Watts, ancien «principal» de l'université Queen's, a relaté dans le texte par lequel il a contribué à *Public Purse, Public Purpose* ce qui suit :

"Je me souviens, lorsque j'étais membre du Conseil des universités de l'Ontario, notre consternation en découvrant que le gouvernement conservateur de l'époque, dans les années 1970, avait modifié le processus de consultation des conseils des universités dans la recherche de personnes qui seraient des membres compétents des conseils d'administration pour simplement remettre le processus de sélection du siège du parti pour décider quels membres du parti méritaient des récompenses au titre de leurs services en étant nommés aux conseils d'administration d'universités. Ce n'était certainement pas le meilleur moyen de s'assurer de la responsabilité publique des universités à une époque où le gouvernement avait la possibilité de donner à des citoyens un rôle important à jouer dans les politiques universitaires."

Le rapport recommande que les provinces, en particulier celles qui comptent un nombre significatif d'universités et où le gouvernement provincial nomme des membres au conseil, devraient adopter des structures similaires à celles qui existent au Minnesota plutôt que le modèle du népotisme.

En 1988, l'état du Minnesota a adopté une loi créant un «Regent Candidate Advisory Council». C'est un corps raisonnablement représentatif dont le but est d'aider à dresser une liste de candidats répondant aux conditions de diversité, d'absence de tout conflit d'intérêts ainsi que d'autres qualités qui les rendent aptes à veiller à la bonne marche de l'université du Minnesota.

Suivre une telle méthode, qui a reçu l'appui de l'«Association of Governing Boards of Universities and Colleges» aux États-Unis, serait des plus utiles pour assurer que l'on prenne en considération des candidats qui ont une réelle contribution à apporter à l'université.

Toutefois, il n'est pas possible de faire entrer au conseil des représentants de tous les intérêts qui entrent dans le cadre du travail de l'université ou qu'elle dessert. Le tenter créerait un conseil énorme et impraticable. Le rapport propose que les universités élaborent une structure formelle de consultation régulière de la communauté environnante.

Les conseils ont besoin également d'être beaucoup plus transparents. Bien trop souvent, les réunions du Conseil se déroulent à huis clos pour toutes les questions importantes, ce qui va à l'encontre de l'objectif visé par la nomination des représentants élus du corps professoral, du personnel et des étudiants étant donné qu'il est interdit à ceux-ci de faire rapport des délibérations à leur commettants. D'autre part, les membres représentant le corps

suite à la page 7

Jim Brett

LIBRARIANS / BIBLIOTHÉCAIRES

Librarians continue fight for recognition

In the librarians' column of February, 1993, I commented on the need for all librarians working in Canadian university libraries to merge with their local faculty associations and to attain academic status. It is worth re-emphasizing that faculty and librarians alike need to offer whatever support they can to our colleagues who are currently going through this, sometimes, difficult process.

The rights gained through academic status are universally acknowledged as well worth the added responsibility which accompany them. Those of us with academic status will not willingly give up either these rights or responsibilities which, in large part, form the basis for our views of the profession of academic librarianship.

Many librarians across the country have worked long and hard at the institutional level to establish themselves and their colleagues within the framework of their local faculty associations. The valuable contribution in time and effort of these people is appreciated and must be recognized. It is unfortunate that often it is a very small number of librarians who bear the brunt of this task.

These people need your support and help not only because stress and burnout are the likely result when too few people carry on the fight, but because librarians need to be united in moving towards the goal of academic status. Nothing is more encouraging to a reluctant administration than the knowledge that the small core of librarians who are active will soon wear down and their supporters disperse.

But the effort and hard work do not stop once you as academic librarians become part of the faculty association/union. Everyone needs to become involved, not only in supporting the local association's activities and efforts on behalf of their members, but in doing the work of a professional academic librarian.

This means getting involved in university or association committees and actively contributing to them. It also means taking advantage of the rights granted under academic status.

If you have leave provisions for educational study or scholarly activity purposes, use them. If you are fortunate enough to have access to sabbatical type leaves, take them. The old adage "if you don't use it, you'll lose it" definitely applies in these cases. Why fight so hard to gain concessions, and then let them slip away through inaction?

Your faculty association will fight as much as it can for your rights, but it is extremely hard at the negotiating table to argue to retain something that isn't being used. Does this mean that every librarian in an institution needs to be formulating research projects, writing grant proposals and applying for leaves? No, but you need to support those who do! Their contribution to academic librarianship is significant and valuable.

This also means that a librarian cannot hide behind the excuse of a schedule-driven agenda. Like it or not, being an academic librarian and having academic status gives you the right to do research and pursue scholarly or professional activities. This right, however, also entails a responsibility — to your profession, library, institution and to the wider community.

Academic librarians must continue to protect, maintain and promote their rightful credibility in the academic community. This endless struggle must be supported strongly by all members in the Canadian academy.

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Since this is my last contribution to the Bulletin as chair of the CAUT Librarians' Committee I want to take this opportunity to thank some people. During my three years on this committee its various members have provided CAUT and, by extension, all of you, excellent service.

The members have represented the interests of academic librarians across the country and have acted in an advocacy role for academic librarianship. They have responded to the challenges that came their way and got the job done in every respect.

I also want to thank and acknowledge all the librarians and faculty who have supported and contributed to the committee in achieving its goals. I know that the new committee after May Council will continue this good work.

One other group's contribution needs to be acknowledged. The staff at the CAUT office, especially Lynn Braun and Bob Moore (committee secretary), have worked tirelessly on the committee's behalf. Without them, the successes we have had would be impossible.

Bibliothécaires — Lutte sans fin pour la reconnaissance

Dans l'article consacré aux bibliothécaires en février 1993, j'ai rappelé la nécessité qu'il y a pour l'ensemble des bibliothécaires oeuvrant dans des bibliothèques d'universités au Canada d'adhérer à l'association locale du corps professoral et d'obtenir le statut d'universitaires. Il vaut la peine de rappeler, semble-t-il, que tant les professeurs que les bibliothécaires se doivent d'offrir tout le soutien qu'ils peuvent apporter à celles et ceux de nos collègues qui suivent actuellement cette démarche, pénible parfois.

Les droits à acquérir en obtenant un statut d'universitaire sont reconnus universellement comme valant bien les responsabilités accrues qui les accompagnent. Ceux d'entre nous qui bénéficions du statut d'universitaire ne lâcherons pas facilement ces droits ou ces responsabilités qui, pour une large part, sous-tendent nos vues sur la profession de bihliothécaire d'université.

De nombreuses et nombreux bibliothécaires partout au pays ont travaillé beaucoup et longuement dans leurs établissement pour se faire admettre avee leurs collègues dans les associations locales de professeurs. Il y a lieu de reconnaître et d'apprécier à sa juste valeur la contribution en temps et en efforts qui y a été consacrée. Il est triste, par ailleurs, de remarquer que, trop souvent, c'est un très petit nombre de bibliothécaires qui font le plus gros du travail.

Ces personnes ont besoin de votre appui et de votre aide non seulement parce que la tension et l'épuisement les guettent étant donné que trop peu de gens s'offrent pour mener la bataille, mais parce que les bibliothécaires ont besoin de s'unir pour avancer vers le but que le statut d'universitaire représente. Rien ne plaît plus aux administrateurs que de savoir que le petit noyau de bibliothécaires qui se dépensent sans compter sera bientôt épuisé et que leurs partisans se disperseront.

Or, tous les efforts et le labeur déjà consacrés ne cessent pas lorsque, à titre de bibliothécaires d'université, vous devenez membres de l'association des professeurs ou du syndicat. Tout le monde doit s'engager, non seulement à soutenir les activités et le travail de l'association locale pour le compte de tous ses membres, mais à exécuter le travail qui appartient à une personne occupant un poste de bibliothécaire d'université professionnel.

Il faut donc participer aux travaux des comités d'université ou d'association, en y collaborant activement. Cela signifie également profiter des droits qui accompagnent le statut d'universitaire.

Si vous bénéficiez de dispositions relatives à des congés d'étude ou de travaux savants, utilisez-les. Si vous avez la chance de bénéficier de congés sabbatiques, prenez-les. Le vieux précepte selon lequel ce qui ne sert point se perd joue absolument dans ces cas. Pourquoi se battre avec tant de vaillance pour obtenir des concessions puis en perdre l'avantage par inaction?

Votre association de professeurs se battra autant que faire se peut pour vos droits, mais il est extrêmement difficile à la table de négociation de défendre et d'exiger de maintenir quelque chose qui n'est pas exploité. Est-ce à dire que chacune des bibliothécaires d'un établissement doit s'efforcer de formuler des projets de recherche, de rédiger des propositions de subventions et de présenter des demandes de congé? Non. Mais vous vous devez de soutenir celles et ceux qui le font! Leur contribution à la bibliothéconomie d'université est importante et précieuse pour tous.

Cela signifie également que les bibliothécaires ne peuvent se retrancher derrière l'excuse d'un calendrier immuable. Que vous le vouliez ou non, le fait d'être bibliothécaire d'université et d'avoir le statut qui s'y rattache vous donne le droit de faire de la recherche et de poursuivre des travaux professionnels ou savants. Ce droit, toutefois, s'accompagne de responsabilités - envers votre profession, la bibliothèque, l'établissement et la collectivité dont vous faites partie.

Les bibliothécaires d'université doivent continuer à protéger, à entretenir et à promouvoir la crédibilité qui est la leur de droit dans la collectivité universitaire. Cette lutte sans fin doit être soutenue vigoureusement par tous les universitaires canadiens.

Comptes rendus

suite de la page 6

professoral ne peuvent participer aux délibérations du conseil sur les politiques en matière de négociation collective avec le personnel enseignant.

Les conseils ont besoin d'être régis par une politique efficace en matière de conflit d'intérêts. Le rapport propose qu'une telle politique devrait exiger en général la divulgation des conflits potentiels plutôt que d'amener l'exclusion des personnes en cause. Les auteurs soutiennent cependant que, dans le cas particulier des personnes qui ont des liens commerciaux importants avec l'université (compagnies d'assurance, cabinets d'avocats, entreprises de services informatiques), leurs représentants ne devraient pas siéger aux conseils d'administration.

Afin de faciliter l'efficacité des liaisons avec le conseil d'université ou les conseils généraux des facultés, le rapport recommande également qu'un ou deux membres du conseil d'administration soient membres du conseil d'université et que certains comités clé, comme celui de la planification et de l'équité, soient des comités mixtes.

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Le Conseil de l'ACPPU va préparer sa réponse au rapport ou couront de l'onnée. Des discussions sur la questions auront lieu au cours des assemblées de mai et de septembre du Conseil. Pour ce faire, le Conseil a constitué un petit comité spécial chargé d'étudier les recommandations du rapport et d'apporter l'aide nécessaire.

Composé de Fred Wilson (président sortant de l'ACPPU) et de Claude Dionne (vice-président de l'ACPPU), le comité consultera les associations de professeurs locales et provinciales, les comités permanents de l'ACPPU, la Coopérative de négociation collective et d'autres groupes intéressés en vue de la préporation de son propre rapport. Si vous ovez des opinions sur la question, veuillez les transmettre au professeur Fred Wilson, ACPPU, 294, rue Albert, bureau 308, Ottawa (Ontario) K1P 6E6; télécopieur : (613) 237-2105. Une discussion de ce sujet aura lieu le 7 juin prochain au Congrès de Sociétés savantes.

Pour se procurer un exemplaire du rapport «Autonomie de direction et responsabilité publique des universités», s'adresser à l'association des professeurs locale ou bien le commander à l'ACPPU, aux prix de 10,70 $ l'exemplaire. Toutes les bibliothèques d'université en ont reçu un exemplaire gratuit.

ATTENTION

Academic and Career Administrators, Faculty, Professional and Technical Staff of Post-Secondary Institutions

A NATIONAL CALL FOR ORIGINAL STORIES, ANECDOTES AND ILLUSTRATIONS

If you have ever had a personal experience where your professional knowledge and expertise would have made a "significant" contribution to achieving institutional goals but where culture or custom caused your contribution to be ignored and you to feel invisible, we are interested in hearing from you. Selected material will be used as part of a script for an educational film.

Your name and telephone number must accompany your submission in order for the co-producers to contact you for further information if your story is selected. All replies will be kept confidential as to source and cannot be returned.

Please address all submissions to: **Dr. Sheryl L. Band, Director, Centre for Higher Education Research and Development, 220 Sinnott Building, 430 Dysart Road, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2.** Fax: (204) 275-0831. Deadline for submission of material is **July 1, 1993.**

UDUSA prepares for a new South Africa

Compte rendu du rapport sur l'état des universités d'Afrique du Sud et du travail de l'association soeur de l'ACPPU, la Union of Democratic University Staff Associations (UDUSA) Sud. Le démantèlement du système d'apartheid dans l'enseignement supérieur, la transformation de la direction des universités et l'institution d'un régime de négociation collective pour le personnel universitaire recèlent de profonds problèmes. À la demande de l'UDUSA, le directeur général de l'ACPPU, le professeur Donald Savage, a passé son congé de mars afin d'aider à élaborer un système de négociation collective dans les universités sud-africaines.

The counterpart of the CAUT in South Africa is the Union of Democratic University Staff Associations (UDUSA). UDUSA was formed in 1988 by the leadership of the historically black universities and those of the English-speaking white universities.

Initially UDUSA was created so that university faculty could have a direct voice in the anti-apartheid campaign. It was thus a very political organization from its birth. It now has approximately 5,500 members with branches in all the universities but it is a minority presence on the Afrikaner campuses.

Since the release of Nelson Mandela, UDUSA has developed a range of activities designed to ensure that its members have a say in the creation of a new South Africa. It has been very active on the policy front. It supported the National Education Policy Investigation which resulted in a 12-volume study of South African education including volumes on post-secondary education, teacher education, library and information services, and adult education. It has created its own Policy Forum which will be developing specific UDUSA policies on higher education for the transition government.

All this involves some very profound questions. How should South Africa dismantle the structure of segregation and apartheid in higher education which has existed since the Union in 1910? Should one "Africanize" the historically white universities? Should one redirect the resources to the historically black and disadvantaged universities? Should there be regional universities, for instance in Durban and in the Western Cape?

Should there be an affirmative action program for black students since there has been effectively an affirmative action program for white students for 80 years? If so, how would it work and how would it be paid for? Perhaps by a graduate tax which would be a way of taxing the white minority without being overtly racial about it.

What can South Africa do about its dismal record of attracting students to mathematics, science and engineering? What kind of science — high energy physics or tropical medicine? Must there be a choice and, if so, who would make it?

The African National Congress has said the working language of a new South Africa would be English. What will happen to the six Afrikaans universities? The language complexities of South Africa make the problems of Canada seem simple by comparison.

Nor can one forget the past very easily in South Africa. Although the universities did not bear the brunt of the most violent repression by the apartheid regime, questions are nevertheless bound to be asked about the death squad murders of Professor David Webster and other intellectuals and teachers.

During the month of March a court was, for instance, investigating the state murder of a teacher in the Eastern Cape. And in some of the so-called homelands, repression is still the order of the day.

At Christmas the government of Bophuthatswana deported several faculty from the university because they were critics of the state. UDUSA has joined with others in a court case to challenge this but naturally hopes the political process will soon end these peculiar political entities recognized by no one except South Africa. The first round of this case has cost 25,000 rand ($9,000 Canadian).

UDUSA also faces some problems familiar to Canadian faculty. University governance in South Africa has been frozen in time. Clearly there will have to be changes in the direction of a more open university and structures which will allow much greater input by all the academic staff and by students. UDUSA will be addressing some of these problems in its Policy Forum and in its annual general meeting later this year.

UDUSA has also embarked on a collective bargaining program. At the request of UDUSA, CAUT's Executive Director Donald Savage spent his leave during March in South Africa working with the union on this program. It is hoped this trip might lead to a fruitful collaboration between UDUSA and CAUT over the next few years.

The executive director participated in three regional seminars on collective bargaining. These took place at the University of Zululand, Rhodes University, and the University of the North in Petersburg. He also spoke at nine universities on university governance and collective bargaining — Witwatersrand, Cape Town, the Western Cape, Durban-Westville, the Rand Afrikaans University, Rhodes, Fort Hare, Vista Soweto and Bophuthatswana.

At the moment normal collective bargaining is illegal for the teaching faculty of the universities and technikons (technical institutes) although all other university employees including the vice-chancellors are covered by labour laws.

As a consequence UDUSA is simultaneously petitioning the government to change the labour relations legislation to include rather than exclude teaching faculty at universities and technikons and at the same time to negotiate with universities recognition agreements outside the ambit of the act at least until it is changed. It has also created a national collective bargaining committee to oversee and to assist these operations.

All this work must be done by a national staff of four in total. There are no provincial or regional staff. The job is immense and the problems are profound. But, if the transition to majority rule works and if the universities can restructure themselves to meet the new realities, all this will have a dramatic impact on not only South Africa itself but also on all of southern Africa, if not on all of the continent south of the Sahara.

Black enrollment in South Africa falls as universities exhaust scholarship funds

Crisis seen as some predominantly black institutions face threats to their existence

By Linda Vergnani

Enrollment at several predominantly black South African universities has dropped sharply this year because thousands of students cannot pay their tuition bills.

Many universities in South Africa, where the new academic year began last month, now insist that students pay a much larger proportion of their tuition at registration than was required in the past.

Some institutions are demanding that students, before being allowed to register, pay off their previous tuition debts as well as a first instalment on this year's fees. The amount being required as a deposit on tuition ranges from about $300 at the University of the Western Cape to $1,200 at the University of Fort Hare.

de Klerk urged to intervene

Last week the National Education Coordinating Committee asked President F.W. de Klerk to intervene in what it called "the funding crisis at the historically black universities." The committee, an anti-apartheid organization that represents many student and faculty groups, held an emergency meeting in Johannesburg to discuss the situation. It was attended by senior officials of seven black universities and representatives of the South African Students Congress, the African National Congress, and major international funding agencies.

The participants agreed to form a special panel that would seek a meeting with Mr. de Klerk and work with donor groups and international organizations to raise funds for needy students.

James Maseko, general secretary of the committee, said the crisis threatened the existence of many black universities. A statement issued by the committee said some $16-million in tuition fees for 1992 was still owed to black institutions.

"It's going to be completely impossible for individual institutions to deal with this problem," said Jakes Gerwel, vice-chancellor of the University of the Western Cape and chairman of the Committee of University Principals. "This is why we are convinced that we should have a national scheme in which government provides a large amount of capital for assistance to students."

Token deposits were required

Last year several universities went deeply into debt when they tried to aid disadvantaged students by requiring only token deposits at registration, sometimes as little as $50. Many students never managed to pay the balance of their fees. Tuition at the black universities ranges from about $1,200 to $2,200, with housing fees adding 41,600 more to the total cost.

Students have staged several demonstrations to protest their predicament. Among other things, they have called an independent student-loan agency to make more funds available to black universities.

The South African Students Congress, which organized the protests, issued a statement that said "thousands of students are facing financial exclusion."

Officials at several predominantly black universities confirmed that registrations were down by from 5 to 12 per cent compared with 1992. The University of Zululand, which planned to enroll 6,000 students this year, still had about 900 places vacant last week.

"The problem is very, very serious," said A.J. Thembele, vice-rector for academic affairs at the university. He said that even those students who have been allowed to register have paid only half the total cost. "A lot of them won't find the balance," he said.

"You have no idea the depth of misery in our community, among families, among the students themselves," he added.

Last year, he said, the university "ended up with a huge debt" — about $3.2-million after it reduced the amount of money required for provisional registration.

The Rev. Arnold Stofile, an official of the University of Fort Hare, said many students were having "extreme financial difficulties." Only 5,100 students registered for the new academic year at Fort Hare, down from 5,800 last year. The university this year required students to make a larger deposit on their fees than in the past.

At the University of the North, registration stood at 11,200 last week, about 600 less than last year. John Malatji, acting principal of the university, attributed the drop in large part to problems students had in coming up with money to pay their bills. Joyce Mashamba, head of the scholarship office at the University of the North, said the $700,000 it had available for student loans was far too little to meet the demand.

Chief target of protests

A chief target of the student protests has been the Independent Development Trust. Since it was formed two years ago, the trust has lent a total of $20-million to 17,612 students, who must repay the debts at low interest after earning a degree.

The trust was established to administer a government fund of some $700-million to help "the poorest of the poor" get education, housing, health care, and jobs. After extensive negotiations with education and community groups, the trust set aside about $30-million for a higher-education fund aimed at "the economist and social empowerment of disadvantaged students."

The student congress had called for the dissolution of the loan fund because it did not provide enough money to students attending black universities, but later dropped that demand.

Merlyn Mehl, education director of the Independent Development Trust, said it had alloeated 67 per cent of its loan funds to black institutions for 1993, up from 56 per cent last year. He also pointed out that the loan funds provided to other institutions still ended up in the hands of the most-disadvantaged students.

Other campuses are struggling

A meeting involving officials of the trust, the students congress, and the National Edueation Coordinating Committee was planned for last weekend to discuss possible solutions to the crisis.

The country's traditionally liberal universities also are struggling to raise funds for the growing numbers of poor black students they are enrolling. In a speech to new students, Stuart Saunders, vice-chancellor of the University of Cape Town, said his institution "will simply not have enough money to help all the needy students in 1993."

This, he said, was in spite of the "millions of rand to help needy students" that the university already had allocated, and its aggressive efforts to raise more funds for financial aid.

Dr. Saunders said South Africa was in "urgent need" of a national education bank to help students meet their financial obligations. "It must be a top priority, and it must be in place by 1994," he said.

(Reprinted with permission from The Chronicle of Higher Education of March 31, 1993.)

STATUS OF WOMEN

Rosalind Riseborough

Strategies for fighting violence on campus

The campus at night.

Students and faculty heading home after late classes, some flitting hurriedly past gloomy alleyways between buildings, some hesitating before heading to cars parked in unlit parking lots.

Someone in a wheelchair lurching down a dangerously narrow ramp, peering ahead into the shadows.

Long and dim corridors, empty except for lone cleaning staff just coming on duty.

Strategies for safety

But there are strategies that universities and colleges across the country are adopting to help make the campus safer for women and safer for everyone. These include: safety audits of the physical plant and grounds, escort services, work alone programs, self-defence courses, security watch bulletins, university liability and changing attitudes.

Safety audits

Safety audits are an examination of the physical space and design of the entire campus to identify those areas which can eonstitute a physical hazard or which might facilitate a physieal assault.

During a safety audit, a team, ideally made up of students, faculty and administrative staff, systematically examines a building or area, taking note of sueh things as lighting (is it well-lit, poorly-lit), signage (do you know where you are, where is the nearest emergency phone), sightlines (could a potential attacker be hiding behind bushes or pillars), isolation (how many people are around, could anyone hear a cry for help), movement predictors (could someone predict your path from here), entrapment sites (are there small, confined areas where you could be pulled from view).

Improved lighting, corner mirrors, alternate pathways, locked doors, and shrub and tree pruning are but a few of the steps that can be taken to change and improve the physical space based on the priorities highlighted by the safety audit.

Escort services

Some eampuses have initiated escort services whereby pairs of trained volunteers can be requested to accompany students, faculty and staff around campus after dark. These programs are relatively new and upgraded programs are still being developed.

Work alone programs

These programs liave been designed so that those working alone in their offices or labs outside regular hours can request that security personnel cheek on them regularly. Individuals can describe the kind of safety monitoring they would like: a security guard to come by and look in, a telephone call on a regular basis, or just awareness that someone is there alone.

Self-defence courses

What happens if a eonfrontation seems unavoidable? A few universities and eolleges are offering training for front line workers, staff, faculty and students on techniques for self-defence, and on methods of de-escalating situations so that physieal confrontation does not take plaee.

Security watch bulletins

Some universities and colleges are posting security watch bulletins. These bulletins are posted on special boards and advise those on campus of assaults or other aetions that have taken place. Awareness of the hazards eonstitutes one aspect of self protection.

University liability

Administrations are starting to examine their third party liability for ensuring a safe work and study environment. Although there are no reported cases yet in Canada, in the United States individuals have successfully sued colleges and universities for failing to protect those for whom they have a duty of care. An example, would be an institution failing to keep the physical space in good repair and thus facilitating an attack.

Changing attitudes

All these measures are taken in reaction against prevailing attitudes and violent actions. Increasing awareness of safety issues is causing many institutions to re-examine, re-evaluate and re-write their eode of conduct, and to work at changing the attitudes that contribute to acts of violence and verbal and physical harassment.

What actions are heing taken on your campus to make it a safer place?

(Rosalind Riseborough is Director of Office and Systems Administration at CAUT.)

The CACSW turns 20

This year marks the 20th anniversary of the Canadian Advisory Council on the Status of Women (CACSW). Between 1973 and 1993, the Council has passed more that 400 recommendations for action to be taken by the federal government. It has produced more than 300 publications, including books, background papers, fact sheets and briefs to parliamentary committees. Many of these publications have contained groundbreaking research and thinking on issues of concern to Canadian women, such as male violence, the workplace, legal rights and electoral politics.

Since its inception, the Council's mandate has heen to advise the federal government on issues of concern to Canadian women and to inform the public. Established on the basis of a recommendation in the 1970 report of the Royal Commission on the Status of Women, the Council has established itself as:

_ a centre for original research on issues affecting the lives of Canadian women

_ a forum for individuals, women's groups and government representatives to come together to discuss major issues concerning women

_ a link through CACSW members between women in Canada's regions, the national body and the federal government

_ a source of advice for government, and information to the public and the media on issues concerning Canadian women

For more information about the Council's activities and research contact the Public Affairs Co-ordinator, Canadian Advisory Council on the Status of Women, 110 O'Connor St., 9th. Floor, P.O. Box 1541, Station B, Ottawa, ON K1P 5R5; fax: (613) 992-1715.

STATUT DE LA FEMME

Campus universitaires — stratégies de lutte contre la violence

Rosalind Riseborough

Un campus d'université la nuit.

Des étudiantes et des étudiants, des professeurs, rentrent chez eux après des cours du soir; certains courent furtivement le long de passages lugubres entre les immeubles; d'autres hésitent avant de se diriger vers des voitures garées dans un parc à stationnement mal éclairé.

En fauteuil roulant, quelqu'un descend en faisant des embardées le long d'une rampe dangereusement étroite et jette des regards inquiets dans les ténèbres environnantes.

Longs corridors assombris, vides, si ce n'est de la silhouette de quelque membre solitaire du personnel d'entretien qui arrive prendre son tour d'équipe.

Stratégies défensives

Il existe diverses stratégies que les universités et les collèges partout au Canada commencent à adopter pour rendre les universités et leurs terrains et installations plus sécuritaires pour les femmes et pour tout le monde : Vérifications de sécurité des locaux et des terrains; services d'accompagnement; programmes de travail en solitaire; cours d'auto-défense; bulletins d'information sur la sécurité; responsabilité civile des universités; changement des mentalités.

Inspections pour la sécurité

Les inspections pour la sécurité servent à vérifier l'espace que l'université constitue et la conception de son ensemble pour déceler les endroits qui peuvent receler un risque physique ou qui pourraient faciliter une agression.

Au cours d'une inspection de cette nature, une équipe, constituée idéalement d'étudiants, de professeurs et de personnel administratif des deux sexes, examine systématiquement un immeuble ou une zone, prenant note de la qualité de l'éclairage, de la présence de tableaux indicateurs, du nombre de téléphones d'urgence et de leur emplacement, des lignes de mire (un agresseur potentiel pourrait-il se cacher derrière des arbustes ou des colonnes), de l'isolement (combien de personnes y a-t-il alentour, un appel au secours serait-il entendu), des indicateurs de mouvement (quelqu'un peut-il prévoir le trajet que l'on doit emprunter à partir d'un endroit donné), les éléments pièges (recoins, locaux fermés où on pourrait être attiré et disparaître de la vue).

Amélioration de l'éclairage, pose de miroirs de sécurité eonvexes, voies de circulation alternative, verrouillage des portes, élagage des arbres et arbustes, sont quelques-uns des moyens que l'on peut prendre pour modifier et améliorer l'espace physique selon les priorités relevées au cours de l'inspection pour la sécurité.

Services d'accompagnement

Certaines universités ont organisé des services d'aecompagnement constitués par des bénévoles qui, deux par deux, escortent vers les sorties des étudiantes, des professeures ou du personnel après la tombée de la nuit. Ces programmes sont relativement nouveaux et des améliorations sont en cours d'étude.

Mesures de travail en solitaire

Ces mesures sont conçues afin que les personnes qui travaillent seules dans leur bureau ou laboratoire, en dehors des heures normales, puissent demander que le personnel de sécurité passe les voir au cours de leur ronde. Chacun peut préciser le type de surveillance qu'il désire : ronde d'un garde, appel au téléphone à intervalle régulier ou, simplement, savoir qu'une personne est là.

Cours d'auto-défense

Que se passe-t-il si une confrontation semble inévitable? Quelques universités et collèges offrent à leurs employés de première ligne, leur personnel, le corps professoral et le corps étudiant de la formation en techniques d'auto-défense et sur les méthodes de détente des situations dangereuses afin d'éviter la confrontation physique.

Bulletins d'information sur la sécurité

Certaines universités et collèges publient des bulletins de sécurité. Ils sont affichés sur des babillards spéciaux et informent la population de l'université des agressions ou autres actes qui se sont produits. Avoir conscience des risques constitue l'un des aspects de l'auto-protection.

Responsabilité civile de l'université

Les administrations universitaires commencent à se pencher sur la question de la responsabilité civile pour s'assurer d'un milieu de travail et d'étude sécuritaire. Bien qu'il n'y ait pas encore de cas signalés au Canada, aux États-Unis des personnes ont intenté des procès et ont eu gain de cause contre des collèges et des universités qui avaient négligé de protéger celles et ceux sur lesquels ils ont le devoir de veiller. Un exemple serait celui d'un établissement qui négligerait d'entretenir convenablement les locaux et terrains, ce qui pourrait faciliter une agression.

Changement des mentalités

Toutes ces mesures sont prises en réaction contre les attitudes courantes et les actes violents. La conscience accrue des questions relatives à la sécurité oblige de nombreux établissements à réexaminer, réévaluer et refondre leurs codes de conduite et à s'efforcer de transformer les mentalités qui contribuent aux actes de violence et au harcèlement verbal ou physique.

Quelles sont les mesures que l'on prend dans votre université pour en faire un milieu plus sécuritaire?

(Rosalind Riseborough est directrice de l'administration du bureau de l'ACPPU)

University Governance
A time for change?

Governments across Canada are examining university structures
Saskatchewan — Johnson Commission
Manitoba — Roblin Commission
New Brunswick — Downey-Landry Commission

To provide unbiased views on the issues

The Canadian Association of University Teachers commissioned an Independent Study Group on University Governance

The Report of the Independent Study Group was released on January 29, 1993

It will be the subject of discussion and debate by a distinguished panel at the Learned Societies Conference

Monday, June 7, Room 416 Southam Hall

to be followed by a discussion of women and university governance, sponsored by the CAUT Status of Women Committee

Tim Stutt

FROM THE HILL / DE LA COLLINE PARLEMENTAIRE

Success of excellence centres linked to universities

To achieve excellence in applied research, the Networks of Centres of Excellence require the sustaining environment of vibrant universities pursuing their education and basic research missions.

That is the message CAUT delivered on April 2 to a House of Commons committee advising the federal government on the future of the Centres of Excellence. Ottawa must soon decide which of the 15 centres will continue to receive federal funding.

In its brief to the standing committee on industry, science and technology, CAUT expressed six major concerns:

—while spin-offs from university research may benefit the private sector, the Centres of Excellence should be primarily responsive to the Canadian public interest;

—applied research as it is conducted by the centres should be conducted when it is the appropriate consequence of the university's basic education and research missions;

—the centres should continue to foster a multidisciplinary approach to research;

—peer review must remain the basis for evaluating both the renewal of existing centres and the establishment of new ones;

—funding for the second phase of the Centres of Excellence program should at least be equal to the $240 million in 1988 dollars originally allocated to this program (the funding scheme should also provide for stability, cover indirect research costs and not be taken from the base budgets of the three federal research councils); and

—the selection processes used for the program's second phase should differentiate between new and existing projects;

Advisory panel on national academy established

On March 1 Science Minister Tom Hockin announced the creation of an advisory panel of academics and entrepreneurs to be chaired by Dr. Brian Segal, publisher of Maclean's magazine. The panel will advise on whether the federal government should support the establishment of a national academy to recognize academic achievement and foster the development and application of knowledge in Canada.

The panel will consider the benefits perceived by authorities in Europe and the United States of the contribution that national academies make to the national debate on a wide range of social, scientific and economic issues.

It will also help Ottawa to decide on the future of its grant funding to the Royal Society of Canada. Since 1989-90 the Royal Society has received a grant of up to $1 million a year. That grant expires at the end of 1993-94.

In response to the announcement, Dr. Bernard Philogène, chair of the National Consortium of Scientific and Educational Societies, wrote a letter of protest to the science minister. In the letter Dr. Philogène asks why the academic community was not consulted on the matter, why no high-profile Canadian scientists were nominated to the advisory panel, and what all this may mean for the future of the Royal Society. As yet, no response to this letter has been received from the minister's office.

Student aid group meets in spite of government

CAUT and other members of the National Advisory Group on Student Financial Assistance met on April 14 to discuss the federal government's proposed new arrangements for the Canada Student Loans Program (CSLP).

Normally, the group's meetings are organized by the Department of the Secretary of State, which oversees the CSLP. However, after asking the department repeatedly to call a meeting and being refused, the Canadian Federation of Students decided to call a meeting without the government.

Since the last advisory group meeting in April 1992, Ottawa has moved unilaterally to end the six-month interest subsidy on student loans and to put in place new CSLP financing arrangements. These arrangements will give banks more responsibility and more power over student loans.

"The decision to proceed with changes without consulting members of the National Advisory Group has raised concerns," said CFS Chair Kelly Lamrock. "So far, students and other members of the post-secondary education community have been shut out of the process. That's why this meeting was essential. Advisory group members needed to sit down together and formulate a strategy around the government's actions."

During the day-long meeting the advisory group agreed to lobby Secretary of State Monique Landry for action on the government's own promises to eliminate the three per cent administrative fee charged on all Canada Student Loans negotiated since August 1991, and to increase the $105 weekly loan limit set in 1983. The group also agreed to seek improvements in student aid for part-time, mature and disabled students.

In addition to CAUT and CFS, the National Advisory Group on Student Financial Assistance is made up of groups representing university, college and student aid administrators, bankers, and part-time, mature and disabled students.

No drop in international students at Canadian universities

Statistics Canada reported last month that in 1991-92 the total number of international students studying in Canada dropped to 83,700 from 87,005 the previous year. However this decline did not hit universities.

International student enrolments for both undergraduate and graduate programs in Canadian universities increased slightly in 1991-92. Undergraduate enrolment increased to 21,970 students from 20,328 in 1990-91, while the number of graduate students grew to 15,299 from 14,859. This reflects a trend that began in 1986, after a three-year enrolment drop.

By comparison, the number of international students attending Canadian community colleges and trade schools plummeted to 21,838 in 1991-92, after rising by almost 9,000 students to 25,461 the previous year. International student enrolment in elementary and secondary schools also declined during the same one year period, from 26,357 to 24,588.

Global competition for students and the high cost of tuition are the main reasons for the total international student enrolment decline according to an April 15 *Globe and Mail* report.

In its Charter for International Students adopted in 1990, CAUT recognizes that it is the university's moral responsibility to assist in the process of international development through educating international students. The charter also calls for an end to higher differential tuition fees for international students, and for universities to recognize their own authority in international student recruitment.

Copies of the charter can be obtained from CAUT or from your local faculty association office.

(Tim Stutt is a Government Relations Officer at CAUT.)

Le succès des centres d'excellence et les universités

Tim Stutt

Pour que les Réseaux de centre d'excellence puissent atteindre les niveaux les plus élevés en recherche appliquée, ils doivent pouvoir compter sur des universités dynamiques qui poursuivent leur mission en éducation et en recherche pure.

Tel est le message que l'Association canadienne des professeures et professeurs d'université (ACPPU) a lancé le 2 avril dernier au comité de la Chambre des communes chargé de conseiller le gouvernement fédéral sur l'avenir des centres d'excellence. Ottawa doit bientôt décider quels centres, sur les 15 qui existent, bénéficieront encore d'un financement fédéral.

Dans son exposé devant le Comité permanent de l'industrie, des sciences et de la technologie, l'ACPPU a fait part de six grandes préoccupations :

— bien que le secteur privé puisse profiter des retombées technologiques de la recherche universitaire, les centres d'excellence devraient d'abord être sensibles à l'intérêt des Canadiens;

— les centres d'excellence devraient effectuer la recherche appliquée qui constitue la conséquence logique des missions fondamentales de l'université en matière d'éducation et de recherche;

— les centres devraient continuer de favoriser la recherche multidisciplinaire;

— le renouvellement des centres existants et la mise sur pied d'autres centres doivent continuer de reposer sur l'évaluation confraternelle

— le financement du deuxième volet du programme sur les centres d'excellence devrait égaler au moins la somme de 240 millions de dollars (dollars de 1988) allouée à l'origine au programme; le modèle de financement devrait également assurer la stabilité des centres, couvrir les frais indirects de la recherche et ne pas être tiré des budgets de base des trois conseils de recherche fédéraux;

— les processus de sélection utilisés dans le cadre du deuxième volet du programme devraient distinguer les projets existants des nouveaux projets.

Mise sur pied d'un comité consultatif sur l'académie nationale

Le 1er mars dernier, M. Tom Hockin, ministre des Sciences, a annoncé la mise sur pied d'un comité consultatif composé d'universitaires et d'entrepreneurs; ce comité devrait être présidé par M. Brian Segal, éditeur du magazine *Maclean*. Il évaluera si le gouvernement fédéral doit ou non appuyer la mise sur pied d'une académie nationale afin de reconnaître l'excellence universitaire et de favoriser le développement et l'application des connaissances au Canada.

Le comité examinera si les autorités aux États-Unis et en Europe voient des avantages dans la contribution qu'apportent les académies nationales aux débats nationaux portant sur une vaste gamme de questions sociales, scientifiques et économiques. Il aidera également Ottawa à prendre une décision sur l'avenir des subventions qu'il accorde à la Société royale du Canada. Depuis 1989-1990, cet organisme reçoit une subvention dont le montant atteint jusqu'à un million de dollars par année; cette subvention arrivera à terme à la fin de 1993-1994.

À la suite de l'annonce faite par le Ministre, M. Bernard Philogène, président du Consortium national des sociétés scientifiques et pédagogiques, lui a fait parvenir une lettre de protestation dans laquelle il demandait pourquoi la communauté universitaire n'avait pas été consultée dans ce dossier, pourquoi aucun scientifique canadien de renom n'avait été nommé au sein du comité, et ce que le tout signifiait pour l'avenir de la Société royale du Canada. Le cabinet du Ministre n'a pas encore répondu.

Réunion d'un groupe d'aide financière aux étudiants, en dépit du refus du gouvernement

Le 14 avril, l'ACPPU et les autres membres du Groupe consultatif national sur l'aide financière aux étudiants se sont rencontrés afin de discuter des nouvelles dispositions proposées par le gouvernement fédéral relativement au Programme canadien de prêts aux étudiants (PCPE).

En règle générale, les réunions sont organisées par le Secrétariat d'État du Canada, qui supervise le PCPE. Toutefois, devant le refus répété du Ministère d'organiser une réunion, la Fédération canadienne des étudiantes et étudiants (FCE) a décidé de prendre les choses en main.

Depuis la dernière réunion du groupe consultatif, en avril 1992, Ottawa a décidé unilatéralement de mettre fin à la bonification d'intérêts de six mois accordée pour les prêts aux étudiants, et d'adopter de nouvelles dispositions concernant le financement du PCPE. En vertu de ces dispositions, les banques auront des responsabilités et des pouvoirs accrus en matière de prêts aux étudiants.

«Nous sommes préoccupés par la décision d'effectuer les changements sans consulter les membres du Groupe consultatif national, d'indiquer Kelly Lamrock, président de la FCE. Jusqu'à présent, les étudiants et les autres membres de la communauté de l'enseignement postsecondaire ont été tenus à l'écart. D'où l'urgence de la réunion que nous avons tenue. Il fallait que les membres du groupe se réunissent et élaborent une stratégie à partir des mesures prises par le gouvernement.»

Au cours de la réunion d'une journée, le Groupe consultatif a décidé d'effectuer des pressions auprès de Mme Monique Landry, secrétaire d'État, afin d'inciter le gouvernement à tenir ses promesses d'éliminer les frais administratifs de 3 p. 100 imposés à tous les prêts aux étudiants négociés depuis août 1991, et d'accroître le plafond de prêt hebdomadaire (105 $) établi en 1983. Le groupe cherchera également à obtenir une aide accrue pour les étudiants à temps partiel, les étudiants adultes et les étudiants souffrant d'un handicap.

Outre l'ACPPU et la FCE, le Groupe consultatif national sur l'aide financière aux étudiants comprend des groupes représentant les universités, les collèges et les administrateurs de l'aide aux étudiants, des banquiers ainsi que des étudiants à temps partiel, des étudiants adultes et des étudiants souffrant d'un handicap.

Stabilité du nombre d'étudiants étrangers dans les universités canadiennes

Le mois dernier, Statistique Canada a indiqué que le nombre total d'étudiants étrangers au Canada en 1991-1992 était passé à 83 700 par rapport à 87 005 l'année précédente. Cette baisse n'a toutefois pas touché les universités.

Le nombre d'inscriptions d'étudiants étrangers dans les programmes de premier, deuxième et troisième cycles a légèrement augmenté en 1991-1992. Les inscriptions aux programmes de premier cycle sont passées de 20 328 étudiants en 1990-1991 à 21 970, tandis que le nombre d'étudiants de deuxième et de troisième cycles est passé de 14 859 à 15 299. Ces chiffres s'inscrivent dans la tendance amorcée en 1986, après une chute des inscriptions qui avait duré trois ans.

En comparaison, le nombre d'élèves étrangers fréquentant les collèges communautaires et les écoles de métiers est tombé à 21 838 en 1991-1992, après avoir augmenté de presque 9 000 élèves pour atteindre 25 461 l'année précédente. L'inscription des élèves étrangers dans les écoles primaires et secondaires a également chuté au cours de la même année, passant de 26 357 à 24 588.

Selon un rapport présenté le 15 avril dans le *Globe and Mail*, la concurrence qui touche les étudiants à l'échelle mondiale et les droits de scolarité élevés expliquent en grande partie le déclin du nombre d'inscriptions total d'étudiants étrangers.

Dans sa charte des étudiants étrangers, adoptée en 1990, l'ACPPU reconnaît que les universités ont la responsabilité morale d'aider au développement international en formant les étudiants étrangers. La charte demande également l'abolition des droits de scolarité plus élevés imposés aux étudiants étrangers, et demande aux universités de reconnaître leur responsabilité en matière de recrutement des étudiants étrangers.

Les personnes intéressées peuvent obtenir un exemplaire de la charte en s'adressant à l'ACPPU ou au bureau de leur association de professeurs locale.

(Tim Stutt est agent des relations avec les gouvernements au sein de l'ACPPU.)

News from Quebec

Susan Gray

Marketability/responsibility goals of CEGEP reform

The main lines of the Quebec education minister's proposals for CEGEP reform, made public in early April, are very close to what was leaked to the media over the past few weeks, sparking a wave of student protests. With the proposals, Lucienne Robillard, the minister concerned, is moving towards an educational system more closely tied to the job market, and one in which students are more responsible for their own education.

The major changes that Mrs. Robillard is suggesting include: charging tuition fees for students who fail repeatedly; introducing new high school prerequisites in math, physics and second-language courses; and cutting one philosophy credit (in the English CEGEPS, one humanities credit). In addition, more emphasis will be placed on second-language courses at the CEGEP level.

Both professors and students protested certain of the proposals before they were officially announced and they will continue their protests, says Michel Duffy, President of the Fédération autonome du collégial. The federation represents 3,800 CEGEP professors from 16 associations.

The five-year overhaul is expected to cost $52.6 million, but there should be a concomitant $30 million in annual "savings." This would result from the new tuition fees and from a decrease in the number of students due to the higher standards.

CEGEP administrators have reacted positively to the reform package. The Fédération des CEGEPs said the system will be better able to respond to the needs of pre-university students, while stressing technical programs that are responsive to industry's needs.

But the Fédération autonome doesn't look on the package in a favourable light. Mr. Duffy told *The Montreal Gazette* that access to CEGEPS will be seriously threatened. Furthermore, the proposals have already "created a morose atmosphere in the CEGEPS," he said in an interview with CAUT.

Despite this, Mr. Duffy is still optimistic. "I don't think the minister will go ahead with these changes in such a climate. It wouldn't be a good start," he says.

UQAM to act on sexual harassment

One month after the Brigade Rose, a feminist group, announced they were going to take UQAM's sexual harassment problems into their own hands, the university is finally acting to promote awareness of its existing policy.

The immediate reaction of the UQAM administration upon hearing the Brigade's announcement, however, was to ban the group. The group had yet to disclose its plan of action, apart from classroom demonstrations, to deal with the sexual harassment issue.

Sonia Haddad, a member of the Brigade, says she wonders how the administration can ban a group it does not officially recognize. Lacking official status, her group is nonetheless supported by one of UQAM's student associations. The Brigade does not want official status as it might "constrain them too much," says Ms. Haddad.

UQAM has had a policy on sexual harassment for five years, but to date it has never formally determined that any student has been harassed.

One of the problems with both the sexual harassment policy and office is a lack of visibility. Ms. Haddad says that even some university officials are not aware of the existing policy.

According to an article in *The Montreal Gazette*, UQAM's administration believes that the issue of sexual harassment is well in hand. It also says there are no incidents of rape on campus. Francine Jacques, a public relations spokesperson says "we would hear people talking if there were rapes."

But Ms. Haddad's account of campus rape is very different. She says university security has blocked off certain washrooms because too many rapes have occurred there.

A few weeks after the Brigade Rose's bombshell, UQAM Rector Claude Corbo admitted the university's policy needs more visibility. His report also states that better training should be given to those who are serving as resource and contact people vis à vis the harassment policy.

In the interim, the Brigade will work with university security to "ensure that UQAM's dark corners are safe."

Report examines Concordia's security weaknesses

A report prepared by Concordia's Vice-Rector (Services) says the university could have been better prepared for the Aug. 24 shootings and that it might not be able to cope in another serious emergency.

The report notes that Concordia's security team acted swiftly in calling the police and Urgences Santé and in evacuating most of the Hall Building, where a gunman shot five people.

But security staff had trouble reaching people who were either in or near the area where the shootings took place because they lacked a floor-by-floor telephone directory. Charles Bertrand wrote in his report that "Security did not have the means to communicate adequately with the occupants of the Hall Building."

Vice-Rector Bertrand recommends that as well as spending $135,000 to improve its equipment, Concordia should spend an additional $600,000 on security annually. In 1991, Concordia's annual security budget was between one-third and one-half of those at other Montreal universities.

In an interview, Mr. Bertrand explained that Concordia's budget is so low because "it has less money (than the other universities) generally and because until recently, security wasn't a priority."

Job-Creation Project: University renovation

During 1993, the provincial government will spend $42.6 million for renovations to Quebec's universities.

McGill is walking away with the lion's share of the money. It will receive $15.2 million to repair its buildings, many of which are historic.

Last December, Quebec announced that it would spend $395 million to stimulate the provincial economy. The money for the renovations will come from this fund.

(Susan Gray is a freelance journalist and translator who lives in Montreal.)

Nouvelles brèves du Québec

La réforme des cégeps vise le marché et la responsabilité

Susan Gray

Les grandes lignes des propositions de la ministre de l'Éducation concernant la réforme des cégeps, dévoilées au début d'avril, sont assez semblables à celles qui sont parvenues aux médias lors de fuites d'information au cours des dernières semaines, provoquant une vague de protestation étudiante. Il s'agit d'une approche éducative qui vise davantage le marché de l'emploi et qui vise à rendre les étudiants plus responsables de leur formation.

Parmi les changements majeurs que Mme Lucienne Robillard propose, la ministre en cause, on trouve : des frais de scolarité imposés aux étudiants qui échouent à plusieurs examens, des prérequis additionnels au niveau du secondaire en mathématiques, en physique et en langue seconde, et une réduction dans les cours de philosophie (et dans les humanités, dans le réseau anglophone.) De plus, on insisterait plus sur les cours de langue seconde dans les cégeps mêmes.

Les professeurs et les étudiants ont protesté contre certains changements avant même l'annonce de la ministre et ils persisteront dans ce sens, selon Michel Duffy, président de la Fédération autonome du collégial. La Fédération regroupe 3 800 professeurs du cégep provenant de seize associations de professeurs.

La réforme, qui s'échelonnerait sur cinq ans, coûterait quelque 52,6 millions $, mais on prévoit aussi épargner 30 millions $ annuellement. Les économies proviendraient des frais de scolarité et du fait qu'avec des normes plus élevées, il y aurait moins d'étudiants.

Les administrateurs des cégeps ont bien accueilli les propositions de la ministre. La Fédération des CÉGEPs est d'avis que le système pourrait répondre mieux aux besoins des étudiants pré-universitaires; par ailleurs, la réforme donnerait plus d'importance aux programmes techniques répondant ainsi aux besoins de l'industrie.

Mais la Fédération autonome n'est pas d'accord. Selon *The Montreal Gazette*, M. Duffy allègue que l'accès aux cégeps sera sérieusement réduit. De plus, les propositions «créent une atmosphère de morosité dans les cégeps» a-t-il déclaré dans une entrevue avec l'ACPPU.

M. Duffy continue néanmoins d'espérer que les choses puissent changer pour le mieux. «Je ne pense pas que la ministre irait de l'avant dans un tel climat. Ça ne serait pas un bon départ.»

L'UQAM agit contre le harcèlement sexuel

Un mois après que la Brigade Rose, un groupe de féministes de l'UQAM ait annoncé qu'elle prendrait en charge les problèmes de harcèlement sexuel, l'Université commence à renforcer sa politique actuelle.

Toutefois, l'UQAM a d'abord réagi directement contre la Brigade, en bannissant le groupe après sa déclaration initiale, avant même que le groupe ait pris position quant au type d'action qu'il entendait prendre, autre que de faire des scènes de différentes sortes dans les salles de classe.

Sonia Haddad, une des membres de la Brigade, se demande comment l'Université peut bannir un groupe qu'il ne reconnaît pas officiellement. La Brigade est soutenue par une association étudiante de l'UQAM, sans être un groupe étudiant officiel. (La Brigade Rose ne veut pas de statut officiel, car elle en trouve les exigences «trop contraignantes.»)

L'UQAM s'est dotée d'une politique sur le harcèlement sexuel il y a cinq ans, mais on ne signale officiellement aucun incident de harcèlement envers une étudiante au cours de cette période.

Un des problèmes de cette politique et du bureau qui en est chargé est le manque de visibilité. Mme Haddad dit que même certains employés de l'Université ne connaissent pas leur existence.

Selon un article de *The Montreal Gazette*, l'administration de l'UQAM pense que la lutte contre le harcèlement sexuel est bien en main et que le viol n'existe tout simplement pas sur son campus. Francine Jacques, une de ses porte-parole, dit «qu'on en entendrait parler s'il y avait des viols.»

Mais Mme Haddad indique que le service de sécurité a fermé certaines toilettes parce qu'il y avait eu trop de viols dans ces locaux.

Quelques semaines après le coup d'éclat de la Brigade, M. Claude Corbo, recteur de l'UQAM, a admis que sa politique manque de visibilité. Dans son rapport, il a résolu de régler cette situation et de donner plus de formation à ceux qui agissent comme personnes-ressources et comme contacts concernant le harcèlement sexuel.

À court terme, la Brigade va travailler avec le service de protection publique afin de "rendre sécuritaires les coins sombres de l'Université."

Un rapport démontre les faiblesses de la sécurité à Concordia

Un rapport préparé par le vice-recteur aux services de l'Université Concordia, démontre que celle-ci aurait pu être mieux préparée lors de la tuerie du 24 août, et qu'elle ne pourrait peut-être pas faire face à une éventuelle situation d'urgence grave.

Le rapport note que l'équipe de sécurité de Concordia a réagi rapidement en appelant la police et Urgences Santé, et en évacuant la plupart des personnes du pavillon Hall, où un homme armé a tiré sur cinq personnes.

Mais le service de sécurité a eu de la difficulté à rejoindre les personnes qui se trouvaient sur la scène même des événements ou près de cet endroit, car il manquait un annuaire organisé selon les étages. Charles Bertrand écrit que «Les services de sécurité n'avaient pas les moyens adéquats pour communiquer avec les occupants du pavillon Hall.»

Le vice-recteur Bertrand recommande que Concordia dépense 600 000 $ de plus annuellement pour la sécurité, ainsi que 135 000 $ pour améliorer l'équipement. En 1991, le budget se chiffrait entre un tiers et la moitié des budgets de sécurité des autres universités montréalaises.

En entrevue, M. Bertrand a expliqué que Concordia avait un budget de sécurité aussi maigre parce que «Concordia a beaucoup moins d'argent (que les autres universités) en général et que, jusqu'à récemment, la sécurité n'était pas une priorité.»

Projet de création d'emplois pour rénovation dans les universités

Au cours de 1993, le gouvernement provincial dépensera 42,6 millions $ pour faire des rénovations dans les universités québécoises. Ces fonds seront tirés de son plan de stimulation de l'économie.

L'Université McGill se taille la part du lion; elle recevra 15,2 millions $ pour réparer ses immeubles. McGill est dotée de nombreux édifices historiques.

En décembre dernier, Québec annonçait des dépenses se chiffrant à 395 millions $ afin de stimuler l'économie provinciale.

(Susan Gray est journaliste et traductrice pigiste qui vit à Montréal.)

Coast to Coast

continued from page 1

and Health were "pre-announced" by Premier Mike Harcourt in a January television address. Harcourt said that administrators will have to "do more with less."

In a speech delivered to the Advanced Education Council of B.C., Advanced Education Minister Tom Perry said that his ministry "worked hard to protect the operating funds available for universities and colleges in the coming year."

He then defended the various provisions in the budget related to higher education. First, he said the new spaces will improve access. Second, he noted that the B.C. funding increase "is higher than the projected two per cent increase in Ontario and the two per cent decrease in Saskatchewan." Third, he defended the tuition increase, by quoting from the Orum report on financial barriers.

The report stated that "there is evidence to suggest that low tuition fees do not increase participation from intended target groups ... (but) are a direct subsidy to middle and upper income groups in society."

Perry argued that B.C. students currently "pay about 15 per cent of college costs and 19 to 20 per cent of university costs, while government on behalf of the public directly funds 80 to 85 per cent. He concluded that "increases in tuition are inevitable" given that tuition costs in B.C. for arts and science students rank sixth or seventh lowest out of 10 provinces.

Gordon Shrimpton, head of the Confederation of University Faculty Associations in B.C. (CUFA), said there are two ways to look at the announcements.

"One point of view is that some ministries got cuts while Health and Higher Education did not," he said. "Social services got increases because of increased cases. However, the money that we have been given doesn't really cover the massive cuts from the early to mid-1980's. What's happening now is not doing anything to relieve the problems. Demand is outstripping space. There are hiring freezes at UBC and SFU and at the University of Victoria there is very little hiring. There is a tremendous amount of pressure on universities. We can't take the thousands of qualified students beating at our doors."

Shrimpton said the new spaces will not help the existing universities much given that most of the spaces will go to the UNBC in 1994.

Call for Papers

Invitation à présenter une communication

Canadian Association Against Sexual Harassment In Higher Education

9th Annual Conference
Nov. 10 - 13, 1993
Chateau Laurier
Ottawa, Ontario

Deadline: June 30, 1993

Association canadienne contre le harcèlement sexuel en milieu d'enseignement supérieur

9e Conférence annuelle
10 au 13 novembre 1993
Château Laurier
Ottawa (Ontario)

Date limite: 30 juin 1993

For More Information / Pour information:
Mariette Blanchette (613) 237-6885
Solange Cantin (514) 343-7020

Can Canada afford to tax reading?

Don't tax reading

The GST is the first federal tax ever applied to reading material in Canada. Books, magazines and newspapers were free of all federal taxes from Confederation until 1991.

The GST has reduced reading in Canada, damaged the quality of education, and harmed students, libraries, writers and publishers.

Canada can't afford a tax that's reducing reading and harming education. The Prime Minister promised to review the reading tax after a year. It's time for that review. Please send a card, letter or fax to the Prime Minister and the Minister of Finance, and to your local MP. (No postage required). Ask your Board of Governors, faculty association or union to write to the Prime Minister.

Rt. Hon. Brian Mulroney
Office of the Prime Minister
80 Wellington St., Ottawa
K1A 0A2 Fax: (613) 941-6900

Hon. Don Mazankowski
Minister of Finance
140 O'Connor St., Ottawa
K1A 0A6 Fax: (613) 957-5652

The Don't Tax Reading Coalition represents Canada's writers, publishers, booksellers, librarians, teachers, students and readers: Antiquarian Booksellers Association of Canada, Association of Canadian Publishers, Canadian Booksellers Association, Canadian Book Publishers' Council, Canadian Community Newspapers Association, Canadian Daily Newspaper Association, Canadian Federation of Students, Canadian Library Association, Canadian Magazine Publishers Association, Canadian Teachers' Federation, Canadian University Press, Periodical Marketers of Canada, Canadian Association of School Administrators, Canadian Council of Teachers of English, Canadian School Boards Association, Freelance Editors' Association of Canada, League of Canadian Poets, Periodical Writers' Association of Canada, Playwrights' Union of Canada, The Writers' Union of Canada. The ad is sponsored by CAUT

Don't Tax Reading Coalition, 260 King St. E., Toronto, Ontario, M5A 1K3 (416) 361-1408/Fax (416) 361-0643

Saskatchewan universities suffer two per cent cut in 93/94, four per cent cut in 94/95

Universities in Saskatchewan learned that a two per cent cut in operating grants for 1993/94 will be followed by a four per cent cut for 1994/95. The budget for post-secondary institutions will be $169 million in 1993/94 and $162.7 million in 1994/95. Federated and affiliated colleges will receive similar cuts. However, total capital grants for all colleges and universities will double to $6.1 million.

In the Saskatchewan Legislature on March 23, Education Minister Carol Teichrob argued that deficit reduction and education funding are complementary.

"We will be spending $847 million to service the debt in 1993-94," she said. "That's only $24 million less than we're able to give to education. Just think about that for a minute. With that $847 million, we could more than triple the operating grants for the K to 12 schools. We could provide five times as much money to our universities in the form of operating grants."

At the University of Regina, faculty association chair Patricia Fleming said she is concerned about the announcement and about a rumour that there may a three year funding freeze, starting in 1995/96. She noted at Regina, three qualified professors who completed their tenure track appointments were not retained this year.

The library is in "dire straights" and is scrambling to work out improved inter-library loan programs, she said. She concluded that because of deteriorating facilities, decreasing staff and poor compensation for professors, "some people in Saskatchewan are looking elsewhere to send their children to university."

At St. Thomas More College, faculty association president Tom Deutscher said his school will lose $140,000 in 1994/95, the equivalent of three full-time positions at a school that has only 35 faculty.

"I'm most concerned about the trend to cover losses through part-time and term appointments," he said. "Tenure stream appointments give an institution stability. It will be tougher for Saskatchewan's universities to recruit new faculty. There will be more jumbo sections of classes and less time for students."

Manitoba trims budgets again

For the second time in three months, the government of Manitoba cut operating grants to the province's universities. Early in 1993 they clawed back about one per cent from the universities with only two months left in the funding year. This time, the cut in operating grants for the 1993/94 year will be slightly more than two per cent. The government has suggested the universities should apply differential fees to foreign students.

On another front, the government has introduced a bill that would apply a wage restraint plan to professors. In the 1992 budget such a bill was passed but did not apply to professors. This bill would reduce salaries by 3.8 per cent through unpaid holidays.

Joe Dolecki, president of the Brandon University Faculty Association, said the bill is being used by the government as leverage in upcoming contract negotiations. If voluntary cuts cannot be agreed to, the government will pass the bill. He said professors in Manitoba have "never been attacked this way before."

He concluded: "In 16 months, the universities have experienced a reduction of four per cent. This is completely destructive."

Janice MacKinnon
Minister of Finance
Saskatchewan

Clayton Manness
Minister of Finance
Manitoba

Winston Baker
Minister of Finance
Newfoundland

Gérard Levesque
Minister of Finance
Québec

Memorial's budgets cut

The Newfoundland government has trimmed Memorial University's operating budget for 1993/94 by 1.2 per cent while capital budgets were slashed from $2.5 million in 1992/93 to $1 million in 1993/94.

According to Harold Squires, director of budgets at Memorial, the government created a "muddled situation" by combining Memorial's budgets with those of Newfoundland's Marine Institute. Determining the budget cuts was also more complicated because of a clawback by the government in November 1992 to 1992/93 budgets. The 1.2 per cent cut represents the cut from this revised or clawed-back 1992/93 budget. The university has announced tuition will go up by at least 10 per cent.

Squires noted the 1.2 per cent cut may be misleading in that buried in the recent budget was a suggestion that there may be more cuts to come. The provision read: "Appropriations in the various departments will be reduced during the year to achieve $70 million in compensation savings which are currently subject to negotiations."

This theme is consistent with Premier Clyde Wells' current dispute with teachers in Newfoundland, a battle he expects to carry into the upcoming provincial election. Memorial recently agreed to contracts with its faculty after lengthy negotiations. Government cuts of this type, were they to occur, would have to come from other areas of the university's budget.

Quebec cuts universities' budget

The Quebec government has cut $65.2 million from the budget for universities in its 1993/94 spending estimates handed down in late March. The figure takes into account increases for, among other things, an increase in student enrollment for 1992/93 and 1993/94 ($25.4 million) and salary indexation for 1992/93 ($11.2 million).

However, the government has earmarked $10.8 million of these savings for use in the 1994/95 year, as part of a new plan of incentives, if a one per cent increase in productivity in the public and para-public sectors can be demonstrated.

In another budget decision the amount allocated for research funds will increase by $1.5 million to total $50.5 million in 1993/94. The increase is due to grant indexation and to additional funds (introduced during the 1992/93 academic year) for the international component of research funding.

CAUT COLLECTIVE BARGAINING CO-OPERATIVE ANNOUNCES ▼ ITS 16TH ANNUAL

OLLECTIVE

BARGAINING

CONFERENCE

June 12 to 16, 1993

The 16th Annual Collective Bargaining Conference will be held in the heart of the Laurentians at the Far Hills Inn, Val Morin, Quebec. This year the conference agenda will be expanded to include the Senior Negotiator's Workshop, with simultaneous sessions which will accommodate the different levels of experience of conference participants.

The conference is a training conference, with a primary focus on the development of skills required in all aspects of the collective bargaining process. Current issues in faculty collective bargaining will also be addressed.

WHO SHOULD ATTEND?

Members of faculty associations who are currently involved or would like to get involved in the collective bargaining process. The conference is designed for members with and without collective bargaining experience.

WHY ATTEND?

- To Explore the Collective Bargaining Process
- To Participate in Hands-on Negotiation Simulations
- To Learn about the Grievance Process

THE AGENDA

- What is Collective Bargaining?
- Preparing for Negotiations
- Proposal and Clause Writing
- Negotiating Skills
- The Grievance and Arbitration Process
- Mediation and Conciliation
- Women and Collective Bargaining
- and other issues

REGISTER TODAY! Spaces are limited.

- CO-OP Members: There is no registration fee for members of the CAUT Collective Bargaining Co-operative.
- Non-members: $500 per person

For more information, please contact your local faculty association office or:

Louise Cousineau
CAUT Collective Bargaining Co-operative
308-294 Albert Street
Ottawa, Ontario K1P 6E6
Phone: (613) 237-6885
Fax: (613) 237-2105

LA COOPÉRATIVE DE NÉGOCIATION COLLECTIVE DE L'ACPPU ANNONCE ▼ LA 16E

ONFÉRENCE ANNUELLE

SUR LA NÉGOCIATION

COLLECTIVE

du 12 au 16 juin 1993

La 16e Conférence annuelle sur la négociation collective sera tenue au coeur des Laurentides, à l'Auberge Far Hills, à Val Morin (Québec). L'ordre du jour de la conférence de cette année sera élargi pour inclure l'Atelier des négociateur(trice)s d'expérience, comportant des réunions simultanées qui permettront de traiter les divers niveaux d'expérience des participant(e)s.
La conférence vise à donner de la formation, et sa mission première est le développement de compétences exigées dans tous les aspects du processus de négociation collective. Les enjeux des négociations collectives actuelles des corps professoraux seront également traités.

S'ADRESSE À QUI?

Aux membres des associations de professeur(e)s qui participent présentement à des négociations ou qui sont intéressés à le faire et qui veulent acquérir des techniques reliées à la négociation collective. La conférence s'adresse à tous les membres, qu'ils (elles) aient ou non de l'expérience dans la négociation collective.

POURQUOI Y ASSISTER?

- Pour explorer le processus de négociation collective
- Pour participer à des séances pratiques de simulation
- Pour se familiariser avec la procédure de règlement des griefs

LE PROGRAMME

- Qu'est-ce que la négociation collective?
- La préparation des négociations
- La rédaction de propositions et de clauses
- Les techniques de négociation
- Le règlement de grief et l'arbitrage
- La médiation et la conciliation
- Les femmes et la négociation collective
- et d'autres sujets

INSCRIVEZ-VOUS DÈS MAINTENANT! Les places sont limitées.

- Membres de la Coopérative de négociation collective de L'ACPPU: Aucun frais d'inscription
- Non-membres: 500 $ par personne

Pour tout renseignement supplémentaire, prière de communiquer avec votre association de professeur(e)s locale ou avec:

Louise Cousineau
Coopérative de négociation collective de L'ACPPU
294, rue Albert, bureau 308
Ottawa, (Ontario) K1P 6E6
Téléphone: (613) 237-6885
Télécopieur: (613) 237-2105

CAUT introduces prepaid legal plan for members

Every generation faces its own unique challenges and each must find its own particular responses. Today, the burgeoning mass of legislation leaves virtually no aspect of our lives untouched by government regulation. And education alone is rarely a sufficient shield where the sword is emblazoned with the words, "ignorance is no excuse." Today our ever more complex society demands a growing care in the protection of ourselves and our families. Domestic problems, estate matters, problems in the workplace, consumer issues and civil rights are but a few of the areas of law with which each of us finds ourselves cheek by jowl on a daily basis.

Consequently, CAUT is pleased to be able to announce the availability of the Association's new Prepaid Legal Services Plan. While hardly a panacea, it does mark the critical first step in addressing the challenge of obtaining access to invaluable legal services at an affordable price.

A true group plan (as opposed to the present purely voluntary plan) would provide members with significantly more services at substantially reduced prices. However, the journey of a thousand miles must begin with one small step. We encourage you to review this opportunity carefully and ask yourself the question, "Would I or my family have benefitted from legal advice at any time in the past year?" If the answer is an affirmative this plan may well be for you. With legal fees running into the hundreds of dollars per hour the unlimited telephone legal advice alone represents a cost/benefit ratio unparalleled in other, more traditional, benefit programs.

LawLine (Canada) Inc., the plan provider, is the leading Canadian supplier of prepaid legal access services whose clients include The Public Service Alliance of Canada, The Canadian Airline Pilots Association and the Canadian Society of Association Executives.

More information may be obtained by either writing directly to LawLine at the address shown on the accompanying advertisement or by contacting your local faculty association/union office.

Services juridiques prépayés — Régime offert par l'ACPPU

Chaque génération doit affronter ses défis particuliers et chacune doit trouver ses réponses pertinentes. De nos jours, la législation sans cesse plus lourde ne laisse virtuellement aucun aspect de nos vies intouché par la réglementation gouvernementale. Or, l'éducation reçue suffit rarement à elle seule de bouclier protecteur lorsque l'épée porte incrustée ces paroles «Nul n'est censé ignorer la loi». Aujourd'hui notre société toujours plus complexe exige de faire toujours plus attention pour nous protéger nous-mêmes et nos familles. Les problèmes familiaux, les questions testamentaires, les difficultés dans le milieu de travail, les enjeux de la consommation et les droits civils ne forment que quelques-uns des domaines juridiques auxquels nous sommes confrontés presque quotidiennement.

C'est pourquoi l'ACPPU est heureuse de pouvoir annoncer la mise en vigueur d'un nouveau régime de services juridiques prépayés sous son égide. Quoique ce ne soit pas, de loin, une panacée, ce régime constitue un premier pas important dans la recherche d'un moyen d'accès à des services juridiques d'un coût abordable.

Un régime authentiquement collectif (par opposition au régime actuel qui est strictement volontaire) offrirait aux membres beaucoup plus de services à des tarifs substantiellement réduits. Néanmoins, tout voyage commence par un premier pas. Nous vous engageons donc à examiner cette offre avec soin et à vous poser la question suivante : «Aurais-je pu, ou quelqu'un de ma famille aurait-il pu bénéficier de conseils juridiques à un moment donné au cours de l'année passée?» Si la réponse est affirmative, ce régime peut bien constituer une solution. Alors que les honoraires juridiques se chiffrent à des centaines de dollars de l'heure, les conseils juridiques par téléphone, sans limite, que ce régime offre représentent un rapport qualité\prix sans précédent dans d'autres régimes d'avantages sociaux plus traditionnels.

Le fournisseur du régime, LawLine (Canada) Inc., est le fournisseur de services juridiques prépayés le plus important; il compte dans sa clientèle l'Alliance de la Fonction publique du Canada, l'Association canadienne des pilotes de ligne et la Société canadienne des directeurs d'association.

Pour obtenir plus de renseignements, il suffit d'écrire directement à LawLine, à l'adresse figurant dans la documentation publicitaire ci-jointe, ou bien de communiquer avec votre association professorale locale ou le bureau du syndicat.

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For immediate enrolment, Fax application with credit card number to (416)-777-0514

LEGAL OFFICER

The Canadian Association of University Teachers requires the services of a staff legal officer for a 1 year limited term contract with the possibility of an additional year to replace a staff member while on leave. Candidates must be willing and able to travel extensively.

Responsibilities include:
- providing advice to university faculty associations on labour issues and grievances
- representing members in arbitrations with respect to matters related to violations of academic freedom, tenure, dismissal and discrimination

Qualifications:
In addition to holding a law degree, the ideal candidate should have:
- extensive experience in arbitration work, preferably in a university setting
- a sound understanding of rights issues as they pertain to academic freedom and to issues affecting women
- a legal knowledge of or experience in industrial relations
- a good understanding of the university setting as a workplace

Position Effective: September 1993.
Interested parties should forward their curriculum vitae, along with the names of three referees, to:

Dr. Donald C. Savage
Executive Director
CAUT
308 - 294 Albert St.
Ottawa, ON K1P 6E6

CAUT welcomes applications from members of designated minority groups. We would also welcome applications from law faculty who may be interested in pursuing this opportunity as a sabbatical project.

JURISTE

L'Association canadienne des professeures et professeurs d'université sollicite la candidature d'une personne à titre d'agent ou d'agente dans le domaine juridique pour un contrat de 1 an et la possibilité d'une année additionnelle, en vue de remplacer un membre du personnel en congé. La personne titulaire de ce poste doit être disposée à se déplacer fréquemment.

Fonctions:
- consultation auprès d'associations de professeures et professeurs d'université en matière de relations de travail et de griefs
- représentation de membres dans des cas d'arbitrage portant sur la violation de la liberté universitaire, de contestations relatives à la permanence, de licenciement et de discrimination.

caut acpu

Critères de sélection:
En plus de détenir un diplôme en droit, idéalement la personne doit avoir:
- une expérience étendue de la procédure d'arbitrage, de préférence en milieu universitaire
- une bonne connaissance des questions de droits, notamment dans les causes de liberté universitaire et celles touchant les femmes
- des connaissances juridiques ou de l'expérience dans les relations industrielles
- une bonne compréhension du milieu universitaire en tant que milieu de travail

Entrée en fonctions: septembre 1993.
Les personnes intéressé sont priées d'adresser leur curriculum vitae, accompagné du nom de trois répondants, comme suit:

Dr. Donald C. Savage
Directeur général
ACPPU
308 - 294, rue Albert,
OTTAWA (Ontario) K1P 6E6

L'ACPPU accueillera les offres de service des personnes appartenant à des groupes minoritaires désignés. Nous serons heureux également de recevoir des offres de professeures et professeurs de droit qui désireraient étudier cette possibilité à titre de projet de congé sabbatique.

TRIBUNE LIBRE / COMMENTARY

The Higher Education Institute of Canada — a national institution in post-secondary education

L'importance de l'enseignement supérieur au Canada est d'actualité, mais la question ne risque pas de pouvoir s'ouvrir bientôt à l'échelle nationale.

Des aspects importants restent à régler. Les compétences acquises ne sont que rarement reconnues; si les diplômes universitaires sont assez interchangeables, les compétences professionnelles qui y mènent ne sont pas toujours acceptées. La compétence acquise dans des établissements non canadiens est difficile à faire reconnaître.

Certains des besoins du Canada en matière d'enseignement postsecondaire ne seront pas remplis par les établissements et systèmes actuels.

La création de l'Institut des hautes études du Canada serait un pas important en vue de relever les défis, car son mandat lui donnerait les moyens de vérifier et d'attester les compétences, lui permettrait de voir au transfert des crédit et à la reconnaissance des acquis, et favoriserait les efforts en vue de répondre aux besoins nouveaux.

La création d'un institut national d'enseignement supérieur (non fédéral) est une idée dont l'heure a désormais sonné.

Ron J. Duhamel and Benjamin Levin

The prognosis for education in Canada is generally good, owing largely to the scrutiny it has been getting over the last few decades from educators, theorists, and the general public. Of course, much work remains to be done, but there are signs that practices in Canadian educational institutions are becoming more consistent with public expectations and current realities. But notwithstanding the progress that has been made, and without detracting from the achievements of the provinces and territories, who are responsible for education in their own jurisdictions, a need still exists for an effective national body to help coordinate Canadian education as a whole.

The need for shared responsibility for education was recognized as far back as 1987, when the provinces and the federal government jointly sponsored a National Forum on Post-Secondary Education to study the implications of the expressed commitment of the Canadian government to develop a stronger presence in higher education. Unfortunately, the conference did not lead to any substantive result. During the intervening years, every major report on Canada's prospects has consistently asserted the importance of higher education to the well-being of Canada. But for one reason or another the federal government has not responded to the clear implication that national initiatives are needed in the area of education. If anything, a gulf has grown between the provinces and the federal government, as the provinces assert more firmly their intention to maintain jurisdiction over education, and the federal government, by decreasing transfer payments and cutting back on its own educational programs, steadily loses credibility as a partner in Canadian education.

If Canadians really believe that achieving a prosperous future will require national goals as well as an appropriately educated and trained populace to assist in achieving those goals, then the present situation is not acceptable. The challenge now facing Canadian educators and statesmen is to collectively find a way to define national goals and standards in education, and to coordinate the efforts of the several educational jurisdictions without impinging upon constitutional prerogatives. At the present time, a number of Canadians are exploring the implications of establishing a National Institute of Higher Education in Canada as a way of addressing current issues and providing a mechanism for fostering greater unity and common purpose among educators everywhere in Canada.

As currently envisioned, the Institute would be a politically neutral, nonprofit educational organization with a federal charter, governed by a Board broadly representative of Canadian society. Its initial mandate would be to adjudicate claims for academic and professional standing and to promote coordination of effort among Canadian educational institutions.

By carrying out the first part of its mandate, the Institute would address a problem which currently causes an appalling and expensive waste of human talent in Canada — the fact that one's professional qualifications may not be valid in every province. Jurisdictional autonomy in education, whether of provinces or institutions, desirable as it may be, often has the unfortunate effect of encouraging insularity and arbitrariness when it comes to deeming who is qualified to hold a qualification or practice a trade or profession. As a result, many Canadians have found that their hard won professional credentials, so vital to achieving employment, are valid only in the province where they were acquired. To all intents and purposes, Canada has inter-provincial barriers to the movement of skilled people, particularly tradespeople and certain professionals such as teachers.

The Institute would enlist the help of experts from every province and in every profession, trade, and educational endeavour to develop ways of assessing an individual applicant's entitlement to formal qualifications in a certain province on the basis of achievements made in another province. Like similar agencies in other countries — Britain, for example — the Institute would be chartered to grant credentials in all areas of study, including university degrees, college diplomas, trade certificates, and so on. In the same manner, the Institute could broker agreements which would result in reasonable arrangements for the transferability of formal academic credits from one institution to another. Thus, students could relocate to another university, for example, or move from a college program to a university program, or apply to have vocational training recognized towards apprenticeship training, and receive appropriate credit for studies already completed.

The Institute would also assess the relevance of skills and education acquired outside of Canadian educational institutions. At this time, for example, immigrants to Canada are often denied the opportunity to make the greatest possible contribution to the nation because they cannot get recognition for advanced education and training undertaken in their country of origin. To take another example, many people have developed demonstrable knowledge and skills through private initiative, job experience, and volunteer work. The GED (General Education Development) test, designed to provide the equivalent to a high school diploma, has been passed by thousands of Canadians, but may be of no help in entering a university or college program.

Many of those whose achievements have been made outside institutional settings are people who may already be disadvantaged in the labour force — women, immigrants, the poor. It cannot be in the national interest to deny to people with skills, especially disadvantaged people, the right to use their skills gainfully, or to require years of redundant education so that a person already meeting the criteria for a trade or profession can secure a redundant credential.

In meeting the second part of its mandate, to promote coordination of effort among Canadian educational institutions, the Institute would work with colleges, universities, provinces employers, unions, professional and community groups and others to develop advanced education programs in new disciplines, or in underserved training and education programs, or in specific regions within the country. The Institute would not normally administer these programs; it would assist existing institutions to do so. Because of its national scope of operations, it would be ideally suited to bring together the appropriate groups of actors to carry out developments in advanced education that might not otherwise occur.

One of the strengths of Canada's post-secondary institutions is their independence and their ability to act locally and individually. In many ways a decentralized system serves Canada well, as it permits colleges and universities to react promptly to emerging local priorities, and to make the best of staff and facilities. However, there will be occasions when needs arise which cannot be addressed by one institution on its own, or even by several working cooperatively. The situation may demand resources which institutions feel unable to commit. Mounting major new university programs, for example, is a very expensive proposition. Provinces increasingly find themselves unable to fund new ventures, no matter how laudable. Thus, the development of new technologies, of distance education, of improved access in remote areas of Canada, and of advanced programs in many areas, are often beyond the capacity of single institutions and, in some instances, of provinces. In short, some of the key needs facing Canada in post-secondary education will not be met by existing institutions and systems.

To offset the foregoing problems, the Institute could, for example, help create a consortium of institutions from across the country to develop courses and materials in new areas which might be used by several institutions. It could work with institutions to develop shared programs in key areas, using the expertise of their staff. It could act as a broker in sharing expertise about development in educational technology, and would help institutions share each other's equipment in a way which was most cost-effective. While there is nothing at present to prevent such arrangements from being developed, there is equally nothing to promote them; and no institution has a mandate or resources to take on such a function, even though many commentators agree that much more collaboration is possible and desirable.

Because the Institute would not be a federal government enterprise, problems of jurisdiction would not arise. Nor would the Institute compete with existing institutions for either students or operating expenses. The Institute would not require a large budget because it would not be offering regular programs, and not need the same sorts of facilities, equipment and staff as a college or university. Instead, the Institute could be funded primarily through the income from an initial endowment and secondarily from charges for its services. Governments, provincial and federal, could contribute some unions, foundations and private individuals. The idea of the Institute would be simple enough and attractive enough for many people to see it as worthy of support.

Governance of the Institute should be through a Board of Governors with membership drawn from all walks of life and all parts of Canada, including academics, professionals, business and union leaders, ethnic organizations, women's groups, and others. The Board would have the normal powers of a governing body, and would appoint the President and senior officers of the institution. Of course, the Institute would operate in both official languages of Canada.

The Institute of Higher Education in Canada, briefly introduced here, would have the potential to improve the quality, relevance, and accessibility of higher education in Canada at a very modest cost, primarily by making the best possible use of existing resources and skills across the country. It would help ensure that the creative energies and skills of all Canadians would be recognized and used to the best effect in achieving the national goals of Canada. Whether or not it assumes the form suggested here, the principles underlying the concept are of such importance that the Institute, or something like it, must be created soon.

R.J. (Ron) Duhamel, M.P. (St-Boniface), is the liberal critic for Secretary of State; was Professor of Educational Administration and Higher Education, 1986-88, University of Manitoba and Collège universitaire de Saint-Boniface; and Deputy Minister, Ministry of Education, Government of Manitoba, 1982-86.

Benjamin (Benjy) Levin is a faculty member in the Department of Educational Administration and Foundations at the University of Manitoba; was Senior Officer, Manitoba Department of Education, 1983-89; and Assistant Deputy Minister, Post-Secondary, Adult and Continuing Education, Manitoba, 1985-86.

Tribune libre/Commentary

CAUT welcomes articles to a maximum of 1,500 words on contemporary issues directly related to postsecondary education. Publication is solely at the discretion of CAUT. Articles should not deal with personal grievance cases nor with purely local issues. They should not be libellous or defamatory, abusive of individuals or groups, and should not make unsubstantiated allegations. Articles may be in English or French but will not be translated. Authors should supply a 150 word summary, for the purposes of translation into the other official language. No pen names. CAUT hopes to publish one such article per issue but this depends on the quality and quantity of submissions. Please submit by E-mail (CAUT@Carleton.ca) or by diskette (word perfect 5.1).

L'ACPPU accepte les articles de 1500 mots au plus portant sur des questions contemporaines directement reliées à l'enseignement postsecondaire. Les articles sont publiés à la seule discrétion de l'ACPPU. Les articles ne devront pas traiter de griefs personnels ni de questions purement locales. Ils ne devront pas être diffamatoires, ne devront pas injurier des personnes ou des groupes et ne devront pas porter d'accusations non prouvées. Les articles peuvent être rédigés en français ou en anglais mais ne seront pas traduits. Les auteurs devront soumettre avec leur texte un résumé de 150 mots en vue de le faire traduire dans l'autre langue officielle. Les articles signés d'un pseudonyme seront rejetés. L'ACPPU espère publier un article par numéro selon la qualité et la quantité des textes soumis. Veuillez transmettre les articles par courrier électronique (CAUT@Carleton.ca) ou sur disquette (Word Perfect 5.1).

CLASSIFIEDS/ANNONCES CLASSÉES

As a service to CAUT members interested in positions available in other countries, the ***Bulletin*** *accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities ouside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th. St. N.W., Washington DC 20005; tel: 202-737-5900.*

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettent de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005; tél; (202) 737-5900.

CAUT/ACPPU BULLETIN

Advertisements which state a deadline date for submission of applications that is before the 30th of the month of publication cannot be accepted.

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs of affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Ne peuvent être acceptées les annonces qui mentionnent une date limite pour la reception des demandes avant la 30 du mois de publication.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, athniques d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexista ne sont pas acceptées à moins que la loi sur les droits de la personne ne la permettre. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du Bulletin une déclaration énonçant ces raisons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

Beaucoup d'universités canadiennes se sont jointes au programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des aborigènes, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le Bulletin de fournir des renseignements à caractère confidentiel.

ACCOUNTANCY

UNIVERSITY OF WATERLOO - School of Accountancy. Applications are being invited for a tenure track faculty position at the Assistant Professor rank from those with teaching and research interests in (1) financial accounting, (2) finance, (3) management accounting and information systems, (4) auditing and attestation, (5) taxation. PhD or equivalent. Salary commensurate with qualifications and experience. Appointment effective July 1, 1993. Send resumes to the Director, School of Accountancy, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of this position is subject to budgetary approval. It is the intention of the University of Waterloo to fill its vacancies with recent PhD graduates appointed as Assistant Professors wherever possible. The University of Waterloo encourages applications from qualified women and men, members of the visible minorities, native peoples, and persons with disabilities.

ANTHROPOLOGY

SAINT MARY'S UNIVERSITY - Anthropological Linguist/Linguistic Anthropologist. Saint Mary's University Department of Anthropology invites applications for a full-time tenure-track appointment at the Assistant Professor level to commence September 1, 1994. Applicants should have a Ph.D. or be A.B.D. and should be able to teach introductions to both general anthropology and anthropological linguistics. Since duties include the teaching of three full-year courses (or half-year equivalents), candidates should suggest additional courses which they wish to offer. The successful candidate will have the opportunity to participate in the interdisciplinary Linguistics Program at Saint Mary's. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities and people with disabilities. Candidates should forward a curriculum vitae, a letter describing current research interests, names of three referees, and a sample of scholarly writing to: Chairperson, Department of Anthropology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. The deadline for receipt of applications is October 31, 1993.

BIOLOGICAL SCIENCES

THE UNIVERSITY OF CALGARY Department of Biological Sciences invites applications for an Instructor (limited term) effective July 1, 1993. The successful candidate will have primary responsibility for the teaching and development of computer-based tutorials and laboratories in Biochemistry, Botany, Ecology, Genetics, and Zoology. Other duties will include providing support for the computer and audio-visual needs of the faculty and graduate students, maintenance of the departmental computers, supervision of two microcomputer laboratories and administration of this department's network (Lantastic, TCP/IP). If desired, a modest research program may be developed in conjunction with faculty members. Requirements include a graduate degree (PhD preferred) in population biology. University lecturing experience, experience using Authorware to prepare computer-aided learning modules in biostatistics, ecology, ecophysiology, genetics, and physiology, experience in computer modelling, a strong understanding of experimental design, Fortran and C++ programming languages, and hardware maintenance are advantageous. Remuneration commensurate with qualifications and experience (current range $29,966-$58,401). In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including woman, aboriginal people, visible minorities, and people with disabilities. Interested individuals should send an up-to-date curriculum vitae and arrange for three letters of reference to be sent by mail or FAX (403-289-9311) by June 1, 1993 to: Dr. R.W. Davies, Department of Biological Sciences, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta T2N 1N4.

UNIVERSITY OF GUELPH - College of Biological Science: I Career Awards; II NSERC Women's Faculty Awards; III International Visiting Scientist Programs. The College of Biological Science invites applications from Canadian citizens and permanent residents i) for NSERC Women's Faculty Awards, ii) willing to be sponsored for career awards from National Agencies, and iii) from foreign Nationals, in countries with bilateral arrangements with Rasaaich Agencies (NSERC/MRC) in Canada, interested in research in the following areas: Botany: Preference will be given to candidates in the areas of Ecology, Systematics and Evolutionary Biology; Mycology; Human Biology: Candidates with training in biological anthropology, biomechanics, physiology including neuroscience, are encouraged to apply; Microbiology: Postdoctoral experience in molecular biology/physiology and research interests in virology (including bacteriophegas), immunology or microbial physiology (eukaryotic or prokaryotic microorganism); Molecular Biology and Genetics: Current focus is on the molecular biology and genetics of higher eukaryotes with emphases on gene regulation, developmental genetics, meiotic recombination, ribosome structure and function, and cytogenetics; Nutritional Sciences: Experimental nutrition at all levels of biological organization. Candidates with training in nutritional science, biochemistry or other related disciplines are invited to develop a research program to elucidate the relationship between diet and tissue function, using cells in culture or laboratory animals; Zoology: Population and community ecology, evolution and population genetics, environmental physiology with a particular emphasis on aquatic organisms. Applications, including a curriculum vitae, and the names of three referees should be forwarded by August 15, 1993 to: Dr. B.H. Sells, Professor and Dean, College of Biological Science, University of Guelph, Guelph, Ontario N1G 2W1; FAX: (519) 767-2044. The University of Guelph is an Equal Opportunity Employer.

BIOLOGY

UNIVERSITY OF WINDSOR - Department of Biological Sciences. A tenure track position, at the level of Assistant Professor, is available in the Department of Biological Sciences at the University of Windsor, effective January 1, 1994. We are seeking an aquatic ecologist or ecotoxicologist with research interests in Great Lakes studies. Duties include the teaching of undergraduate courses in Great Lakes Systems and Great Lakes Field Biology as well as graduate courses in the candidate's area of specialization. The successful applicant will be responsible for coordinating the Great Lakes Studies Co-operative Program in Biological Sciences. This includes liaison with potential Co-op placement employers. Applicants must have a Ph.D. and publications in freshwater aquatic research. The University of Windsor is the home of the Great Lakes Institute for Environmental Research; excellent field and laboratory facilities are available. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration requirements this advertisement is directed, in the first instance, to Canadian citizens and permanent residents of Canada. Consideration of applications will commence June 30, 1993. The applicant should send a curriculum vitae and arrange to have letters sent from three referees to: Dr. M. Petras, Head, Department of Biological Sciences, University of Windsor, Windsor, Ontario, N9B 3P4.

ACADIA UNIVERSITY - The Department of Biology. The Department of Biology at Acadia University invites applications for a 9-month sabbatical replacement commencing on 1 September 1993 at the level of Assistant Professor. The successful applicant will be expected to teach courses in Plant Physiology and/or Plant Physiological Ecology. The successful applicant must have an ability to teach at the undergraduate level. In accordance with Canadian immigration policy, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an equal-opportunity employer. Applicants should submit their curriculum vitae and arrange for 3 letters of reference to be sent to Dr. Dan Towse, Head, Department of Biology, Acadia University, Wolfville, Nova Scotia, B0P 1X0 by 1 July 1993. Tel. (902) 542-2201; Fax (902) 542-3466.

QUEEN'S UNIVERSITY - Freshwater Biologist/Limnologist. The Department of Biology at Queen's University invites applications for a tenure-track position at the rank of Assistant Professor in the area of Freshwater Biology/Limnology. Applicants able to teach courses related to environmental science are particularly encouraged to apply. Excellent opportunities exist for collaboration with other limnologists, ecologists and physiologists in this Department. Kingston is situated on the Great Lakes, with ready access to the St. Lawrence River and surrounding freshwater systems, including facilities at the Queen's University Biological Station. Qualifications: Qualifications include a Ph.D. and published evidence of excellent research ability. The successful candidate will be expected to develop a vigorous research program and should be an enthusiastic and competent teacher. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities. Queen's University is willing to help the spouse of a new appointee to seek suitable employment. Expected Date of Appointment: January 1, 1994 (or as negotiated). Application deadline: August 15, 1993. Applications (which should include a curriculum vitae and statement of current and prospective research interests) plus three letters of reference should be sent directly to: Dr. Gerald P. Morris, Head, Department of Biology, Queen's University, Kingston, Ontario, K7L 3N6, Canada.

QUEEN'S UNIVERSITY - Department of Biology. Queen's University is actively seeking to increase the complement of women on faculty. In accordance with this initiative, the Department of Biology invites applications from Biologists who could be candidates for an N.S.E.R.C. Women's Faculty Award (WFA) or a Queen's National Scholarship (QNS). For the WFA, preference will be given to candidates who have not had more than 5 years of experience following receipt of their Ph.D. The QNS, however, is open to scholars of either gender in either early- or mid-career stages. For the successful candidate for either award, the intent is to provide a tenure-track appointment to a tenure-track position. Qualifications: For either award, the main criteria for endorsement will be academic excellence and the staffing requirements of the Biology Department. Qualifications include a Ph.D. and published evidence of excellent research ability. The successful candidate will be expected to develop a vigorous research program and should be an enthusiastic and competent teacher. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities. Queen's University is willing to help the spouse of a new appointee to seek suitable employment. Expected Date of Appointment: July 1, 1994 (or as negotiated). Application Deadline: August 1, 1993. Applications (which should include a curriculum vitae and statement of current and prospective research interests) plus three letters of reference should be sent directly to: Dr. Gerald P. Morris, Head, Department of Biology, Queen's University, Kingston, Ontario, K7L 3N6, Canada.

BLACK STUDIES

DALHOUSIE UNIVERSITY. Applications are invited for a half-time 50% three-year probationary appointment in the Transition Year Program. The Instructor to teach one course in Black (African-Canadian) Studies and act as a resource person for Black history and culture effective July 1, 1993. Qualifications include thorough understanding of Black culture and history, preferably with a Master's degree in an appropriate field. Training and/or experience in education desirable. Closing date for applications is May 30, 1993. Apply to: Director of Transition Year Program, 1459 La Marchant St., Dalhousie University, Halifax, NS B3H 3J5; Fax #: 494-2135. Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified women, Aboriginal peoples, visible minorities and persons with disabilities.

BOTANY & GEOGRAPHY

UNIVERSITY OF ALBERTA - Department of Botany & Geography. Applications are invited for a tenure track position at the assistant professor rank in the area of Plant Ecology/Biogeography. The position is to be jointly held in the two departments and the successful candidate will be expected to have a commitment to teaching at the undergraduate and graduate levels in both departments. The current salary range for the assistant professor rank is $40,035 to $57,003. Qualifications for this position include a PhD, an active research program and a record of significant scientific contributions. Expertise in Western Plains or Northern Terrestrial Systems is preferred. Of special interest are contemporary or paleoecological research at the community, landscape or ecosystem level. With the letter of application, candidates should send a curriculum vitae, a description of research interests, and arrange for three letters of reference to be sent either: Dr. M.R.T. Dale, Department of Botany, University of Alberta, Edmonton, Alberta T6G 2E9 or; Dr. J. Shaw, Department of Geography, University of Alberta, Edmonton, Alberta T6G 2H4. In accordance with Canadian immigration requirements, this advertisement is directed at Canadian citizens and permanent residents. The closing day for applications is September 1, 1993. The date of appointment is flexible. Women eligible for a NSERC Women's Faculty Award are encouraged to apply. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

BUSINESS ADMINISTRATION

UNIVERSITY OF NEW BRUNSWICK: The Faculty of Administration invites applications for a one-year term position in Industrial Relations. The candidate should also have the ability to teach Human Resource Management topics. PhD qualified applicants are preferred, but a term position at the rank of Lecturer may be available for an applicant holding an MBA degree. Persons with tenured positions elsewhere may apply for visiting appointments. The appointment will be effective July 1, 1993. Successful candidates will teach in the BBA and MBA programs and carry out research in their disciplines. Salary is competitive at all ranks. (The position is subject to budgetary provisions). Submit curriculum vitae and names and addresses of three referees to Dr. Ronald G. Storey, Dean, Faculty of Administration, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, Canada, E3B 5A3. Applications from female candidates are particularly welcome. The University of New Brunswick is committed to the principle of employment equity.

BUSINESS ADMINISTRATION & COMMERCE

UNIVERSITY OF MANITOBA - Faculty of Management. Applications are invited in the areas of (i) accounting and (ii) finance. Rank is open based on qualifications and experience. Visiting appointment is also possible. Ph.D. or DBA. completed or near completion is required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience and research record. Appointment date is open; July 1, 1993 preferred. Application date closes when position is filled. Positions are subject to final budgetary approval. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people and persons with disabilities. The University provides a smoke free work environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. Applications should be sent to: Dr. Lawrence I. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba R3T 2N2.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - The Faculty of Business Administration is seeking tenure track applications in the areas of Finance, Marketing, Industrial Relations and Accounting. Occasionally, contractual and visiting positions are available. Exceptional candidates may be hired in other functional areas. Appointments are possible at all ranks. Employment rates are flexible, and salaries are competitive and depend upon qualifications and experience. Tenure-track applicants should hold a doctoral degree in business or be near completion. The Faculty has institutes in the areas of small business and management development. In accordance with Canadian immigration requirements this advertisement, in the first instance, is directed to Canadian citizens and permanent residents. Memorial University is committed to employment equity. Please send 2 copies of your CV to: Dr. Rick Roskin, Dean, Faculty of Business Administration, Memorial University of Newfoundland, St. John's, NF Canada A1B 3X5; Telephone: (709) 737-8851; Fax (709) 737-7680.

CAUT/Group Insurance

CAUT members are entitled to apply for these low-cost plans:

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Administrateur de l'Assurance de l'ACPPU, C.P. 3528, succursale C, Ottawa, Canada K1Y 4G1.

CELTIC STUDIES

ST. FRANCIS XAVIER UNIVERSITY - The Department of Celtic Studies invites applications for a one-year limited term appointment at the level of lecturer or assistant professor to commence on September 1, 1993. Qualifications: PhD in Celtic Studies preferred, mastery of spoken and written Scottish Gaelic, teaching experience, publications desirable. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Send letter of application, curriculum vitae, and three letters of recommendation to Dr. Kenneth E. Nilsen, Chairman, Department of Celtic Studies, Saint Francis Xavier University, Antigonish, Nova Scotia B2G 1C0. Deadline for receipt of applications will be June 1, 1993

CHEMISTRY

UNIVERSITY OF ALBERTA - The Department of Chemistry invites applications for a Faculty Service Officer III appointment starting July 1, 1993. This tenure-track position involves the supervision, administration, and continuing development of the laboratory components for about 1500 students in the undergraduate organic chemistry courses (Chemistry 160, 260, 261, 263, 361 and 363). Duties include developing, in conjunction with the faculty, new experiments; maintaining the laboratory experiments and teaching techniques in these courses at the forefront of modern organic chemistry, and supervising registration, student records, and teaching assistants. Qualifications needed include a Ph.D. in organic chemistry, experience in administration of laboratories for large organic chemistry courses, and evidence of innovative ideas for undergraduate organic chemistry laboratory instruction. Minimum salary: $49,423. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, including curriculum vitae, should be sent by May 31, 1993, to B. Kralochvil, Chairman, Department of Chemistry, University of Alberta, Edmonton, Alberta T6G 2G2. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

CLASSICS

CONCORDIA UNIVERSITY - Classics. Applications are invited for a Limited Term Appointment or, subject to budgetary approval, a tenure track position at the rank of Assistant Professor commencing August 1, 1993. Applicants should have a Ph.D. The candidate will be required to teach courses in Greek archaeology as well as in Greek, Latin and Classical studies. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. Applicants should send their Curriculum Vitae, and arrange to have three referees forward letters of recommendation directly to: Prof. L.J.Sanders, Acting Chair, Department of Classics, Concordia University, 7141 Sherbrooke Street West, Montreal, Que., Canada H4B 1R6. Applications will be accepted until the position is filled. In accordence with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

DALHOUSIE UNIVERSITY - Applications are invited jointly by the University of Kings's College and Dalhousie University Faculty of Arts and Social Sciences for a short term (eight months) appointment of a Distinguished Visiting Professor. The appointment can be in any area of Classical Studies, the Department has a particular interest in Classical thought and the culture of Late Antiquity. If the Department is unable to make an appointment of this character, it will consider filling the position at a lower level; suitably qualified persons are encouraged to apply. Applications and nominations should be sent by May 31, 1993 to: Dr. J.P. Alherton, Chair, Department of Classics, Dalhousie University, Halifax, N.S. B3H 3J5, Telephone (902) 494-3468; Fax (902) 494-1957. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities.

COMPUTER SCIENCE

UNIVERSITY OF WINDSOR - School of Computer Science. Applications are invited for a limited term faculty position in the School of Computer Science at the University of Windsor. Candidates shall possess, or be close to completion of, a doctorate in Computer Science. Research interests should be in the area of application of formal methods in the development of software. As part of the usual teaching and research responsibilities, the appointee will be responsible for the development and delivery of a third year software engineering course. The initial appointment will be from July 1st 1993 to June 30th 1994 at the rank of Assistant Professor. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration requirements, priority will be given to Canadian Citizens and Permanent Residents. Qualified applicants should submit a detailed curriculum vitae and names of at least three referees, by May 31st 1993, to: The Director, School of Computer Science, University of Windsor, 401 Sunset Avenue, Windsor, Ontario, Canada N9B 3P4; Tel (519) 253-4232 ext. 2390; Fax (519) 973-7093; e-mail ncherd@cs.uwindsor.ca.

UNIVERSITY OF MANITOBA. Applications are invited for a full-time tenure-track position, subject to budgetary approval, at the Assistant Professor level, commencing July 1, 1993. Minimum qualifications are a PhD in Computer Science or allied discipline, some teaching experience and evidence of a strong research commitment. Applicants are principally sought in the areas of computer science theory and operating systems, though excellent candidates in other areas may be considered. Applications are also invited for one or two one year term positions, subject to budgetary approval, in these same areas at either the Assistant Professor or Lecturer level, commencing July 1, 1993. The rank will be dependent on qualifications. The Department currently has 23 full time tenure track faculty members and a number of term appointments, and offers a full range of both undergraduate and graduate programmes, including cooperative programmes. We currently have 40 Masters and 12 PhD students. The Department is a well-established one which has recently been in an expansionary phase. Both the undergraduate and graduate curricula are being extensively revised and extended. The Department provides good technical support for both teaching and research. Current and planned departmental facilities include a network of Unix-based RISC workstations, Micro VAXes, X-Windows terminals, a parallel machine, and many personal machines, all connected by Ethernet. The department has well equipped micro-computer and digital logic teaching labs. The university Computer Centre provides virtually unlimited access to mainframe, Unix based workstations, and other personal computing facilities, as well as electronic mail connections. This is an excellent opportunity for good researchers and teachers to get in on the ground floor of an exciting department. Winnipeg has a great deal to offer, both culturally and recreationally, with a number of professional and other ethnic arts groups, professional sports teams, and many opportunities nearby for all types of outdoor activities in all seasons. The Winnipeg housing market is one of the most favourable in Canada, with a home buyer. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. The University has a smoke free work environment save for specially designated areas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and the names of three referees by May 31, 1993 to: Peter R. King, Head, Department of Computer Science, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2. e-mail: prking@cs.UManitoba.ca | telephone: (204) 474-8313; fax: (204) 269-9178

THE UNIVERSITY OF OTTAWA, Department of Computer Science, invites applications for a one-year position, subject to budgetary approval. A Ph.D. in Computer Science or closely related discipline is required, along with strong potential in research and teaching. Preference will be given to bilingual candidates in the areas of databases, operating systems, and programming languages. Candidates should state if they are able to teach in French, or English, or both. The Department offers Bachelor, Master, and Ph.D. degree programs, has well-established research groups in algorithms and complexity, artificial intelligence, simulation, software engineering, telecommunications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. To apply, send a curriculum vitae (with the names and addresses of three references) to Luigi Logrippo, Chair, Department of Computer Science, University of Ottawa, Ottawa, Ontario, K1N 6N5.

L'UNIVERSITÉ D'OTTAWA, Département d'Informatique, recrute présentement un(e) professeur(e) pour un poste d'un an, sous réserve d'obtention de fonds. On demande un doctorat en informatique (de préférence) avec un excellent potentiel dans la recherche et l'enseignement. Les candidat(e)s bilingues dans les domaines de bases de données, de systèmes d'exploitation, de langages de programmation, seront préférés. Les candidat(e)s sont prié(e)s de mentionner s'ils/elles peuvent enseigner en anglais, en français, ou dans les deux. Le département offre des programmes en informatique aux niveaux de baccalauréat, maîtrise, et doctorat. Il y a des groupes de recherche bien établis dans les domaines des algorithmes et complexité, intelligence artificielle, simulation, génie du logiciel, télécommunications. Conformément aux exigences prescrites en matière d'immigration au Canada, ce avis est destiné aux citoyens canadiens et aux résidents permanents. Envoyez votre curriculum vitae (avec les noms et adresses de trois références) à: Luigi Logrippo, Directeur, Département d'informatique, Université d'Ottawa, Ottawa, Ontario, K1N 6N5.

DIDACTIQUE

UNIVERSITE DE MONTRÉAL - Le Département de didactique de la Faculté des sciences de l'éducation de l'Université de Montréal cherche une professeure ou un professeur régulier(e) à plein temps oeuvrant dans le domaine de la didactique du français langue d'enseignement en milieux pluriethniques. Fonctions: enseignements de 1er, de 2e et de 3e cycles dans le domaine et encadrement d'étudients inscrits aux études supérieures en didactique du français langue d'enseignement et langue seconde, élaboration et conduite de recherches dans le domaine. Exigences: doctorat (terminé ou en voie de l'être) en didactique du français ou dans un domaine connexe; connaissance de l'enseignement en milieux pluriethniques; capacité d'assumer des enseignements universitaires et d'entreprendre un programme de recherche dans le domaine; l'expérience dans l'enseignement sera considérée comme un atout. Traitement: selon la convention collective. Date d'entrée en fonction: automne 1993. Les personnes intéressées doivent faire parvenir leur curriculum vitæ, une lettre précisant leur intérêt et compétence dans le domaine et le nom de trois répondants avant le 1er juin 1993 à: M. Gilles Bibeau, directeur, Département de didactique, Université de Montréal, C.P. 6128, succursale A, Montréal (Québec), H3C 3J7. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. (0213)

DRAMA

UNIVERSITY OF WINDSOR - School of Dramatic Art. Applications are invited for a 1-year, Limited Term position as an Acting Teacher in the Professional Training Programs in the School of Dramatic Art. The successful applicant will hold a Master's degree (MFA preferred) and have practical professional experience. The ability to teach acting in the BA and BFA Acting and Musical Theatre programs is essential. The ability to teach television acting is desirable. In addition, professional teaching experience is required. This appointment commences July 1, 1993. The School of Dramatic Art offers honours degree programs in Acting, Music Theatre, Drama in Education and Drama. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration requirements this advertisement is directed, in the first instance, to Canadian citizens and permanent residents of Canada. Applicants should forward curriculum vitae and arrange for three references to be sent to the School of Dramatic Art. Candidate's dossier should be postmarked no later than May 31, 1993 and sent to: Prof. Bernie Warren, Director, School of Dramatic Art, University of Windsor, Windsor, Ontario, N9B 3P4; FAX (519) 973-7050.

CANCELLED

UNIVERSITY OF SASKATCHEWAN - The Department of Drama invites applications to fill a twelve-month term position in the area of Theatre History and Dramatic Theory and Criticism. The successful candidate will teach courses in modern theatre and textual analysis and criticism. The appointment is at the Instructor rank and takes effect July 1, 1993. Qualifications: A Ph.D., or near completion preferred, demonstration of research ability, and experience in teaching. Experience in professional theatre would be an asset. The Department of Drama is the oldest theatre department in the Commonwealth, has a full time faculty of six with several additional sessional appointments, two stages in newly renovated facilities and offers B.A., B.F.A., and M.A. degrees in Theatre. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Women candidates, candidates of aboriginal descent, and candidates from other minority groups are especially encouraged to apply. Saskatoon is the home buyer. The University of Saskatchewan is committed to the principles of employment equity. The deadline for applications is May 31, 1993. Those interested should send a curriculum vitae and arrange to have three letters of reference sent to: Professor Frederick Edell, Head, Department of Drama, John Mitchell Building, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0 (Fax No: (306)966-8670).

ECONOMICS

UNIVERSITY OF WINDSOR - The Department of Economics at the University of Windsor invites applications for a 1-year, full-time, limited term appointment at the Assistant Professor level, commencing July 1, 1993. The successful applicant will be expected to teach courses in micro and/or macro theory at the undergraduate level. In addition courses in the candidate's area of specialization may also be included. Applicants should possess a Ph.D. or be nearing completion of their Ph.D. studies. Applicants will be assessed on the basis of both teaching and scholarship. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration requirements, this advertisement is directed, in the first instance, to Canadian citizens and permanent residents. To apply, send a curriculum vitae (with the names and addresses of three references) to Dr. M.F. Charette, Head, Department of Economics, University of Windsor, Windsor, Ontario, N9B 3P4.

THE UNIVERSITY OF ALBERTA, Department of Economics invites applications for a one-year, entry-level position and/or a nine month sessional position for the 1993-94 academic year. Applicants are expected to have a PhD, or be close to completion, as well as teaching experience. All areas of specialization will be considered but special attention will be given to those with qualifications in macroeconomics, monetary economics, economic development, comparative/East European economics and/or the Asia-Pacific region. Salary commensurate with qualifications and experience in the range of $36,000 to $48,000 annually. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Send applications, (including complete curriculum vitae and the names of three references who are sending confidential letters of assessment) to Melville McMillan, Chair, Department of Economics, University of Alberta, Edmonton, Alberta, T6G 2H4. Applications will be accepted until June 1, 1993. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

CONCORDIA UNIVERSITY - The Department of Economics, Concordia University is seeking applicants for a 10-month leave replacement position from August 1, 1993 to May 31, 1994 at the level of Assistant Professor, subject to budgetary approval. Candidates should be experienced teachers of economics preferably with a Ph.D. completed or near completion. Most areas of specialization will be considered but a capacity to teach some of the following will be necessary: microeconomics, macroeconomics, industrial organization, international trade and finance, public finance and environmental economics. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority. The closing date for applications is May 31, 1993. Applications should be sent to The Chair, Department of Economics, Concordia University, 1455 Boulevard de Maisonneuve West, Montreal, Quebec, Canada, H3G 1M8 as soon as possible.

EDUCATION

UNIVERSITY OF REGINA - Faculty of Education. Applications are invited for a sessional appointment to teach the graduate class EC&I 804, Curriculum Development, from July 6 to August 6, 1993. Preference will be given to candidates who have completed a doctorate in curriculum development or evaluation, have successful classroom teaching experience and a strong research record and commitment to scholarly work. Letters of application, including an up-to-date curriculum vitae, academic transcripts and three references should be sent by May 31, 1993 to: David Dale, Associate Dean, Faculty of Education, University of Regina, Regina, Saskatchewan S4S 0A2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Regina is committed to the principles of employment equity.

UNIVERSITY OF NEW BRUNSWICK - Saint John Campus, Education. Applications are invited for a full-time, tenure-track position in Education at the Assistant or Associate Professor level. The appointment will commence July 1, 1993, or later. Candidates should have a doctorate in Education with specialization in Elementary Education, Curriculum and Instruction, or a related field. Applicants with expertise in teacher education program development are particularly welcome. The successful candidate initially will work with school district personnel to develop a collaborative teacher education program. On an ongoing basis, the faculty member will teach all the undergraduate and possibly graduate levels, advise students, and engage in research and field development. Rank and salary will be commensurate with qualifications and experience. Applications, with curriculum vitae and the names and addresses of three referees, should be sent to Dr. Peter McGahan, Dean of Arts, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. The University of New Brunswick is committed to employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

ENDOCRINOLOGY

UNIVERSITY OF BRITISH COLUMBIA - Department of Medicine, Diabetes Fellowship. The Division of Endocrinology at St. Paul's Hospital in the UBC academic program has an opening for a 2 year fellowship, renewable to a maximum of 2 years, in Diabetes starting July 1, 1993. Focus will be on clinical aspects of research and epidemiologic aspects of diabetes mellitus and its treatment and complications. Salary will be commensurate with qualifications and experience. Please submit a letter of application and a CV no later than May 31, 1993 to: Dr. Hugh Tildesley, Division of Endocrinology, St. Paul's Hospital, 1081 Burrard Street, Vancouver, BC V6Z 1Y6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

ENGINEERING

McMASTER UNIVERSITY, Departments of Chemical and Materials Engineering, invite applications for a full-time tenure track position at the Assistant Professor level. The candidate will initially be appointed a 21st Century Fellow with a teaching appointment in the McMaster Theme School on New Materials and Their Impact on Society, with specific responsibilities to develop courses in the new course Strategies for the Life Cycles of Materials. The Fellow will also be expected to conduct an active research program in either department in the materials processing area. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McMaster University is committed to building a diverse faculty and especially encourages women and members of underrepresented groups to apply. Please forward applications including C.V., a short statement of research and teaching interests and the names of at least 3 references to: Dean of Engineering, McMaster University, Hamilton, ON, Canada, L8S 4L7.

UNIVERSITY OF ALBERTA - Department of Mechanical Engineering. Applications from outstanding individuals are invited for up to two full-time tenure track positions in Mechanical Engineering. Applicants should hold a Ph.D. (or be near completion) and have a strong interest in Solid Mechanics, Dynamics, Vibrations, Materials, Fluid Mechanics, Heat Transfer or Thermodynamics. The positions are to be filled July 1, 1993 or later. The intention is to appoint at the level of Assistant Professor, however, higher levels will be considered if appropriate. Present annual base salaries for Assistant, Associate and Full Professor are $40,035, $49,423 and $61,593, respectively. The University of Alberta has 24,000 full-time undergraduate students and is one of Canada's largest universities in Canada. The Faculty of Engineering has over 2,200 undergraduate students. The Department of Mechanical Engineering offers B.Sc., M.Sc. and Ph.D. programs. It has 24 faculty, 400 undergraduate and 100 graduate students. Responsibilities will include teaching undergraduate and graduate courses, as well as supervision of graduate students and research. Teaching ability and willingness to conduct and publish scholarly research are essential. Please submit Curriculum Vitae, description of teaching and research goals and interests and the names of three references to: Dr. J.D. Dale, Chairman, Department of Mechanical Engineering, University of Alberta, Edmonton, Alberta, T6G 2G8, Phone: (403) 492-5317; FAX: No. (403) 492-2200. Applications will be accepted until June 30, 1993. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

UNIVERSITY OF MANITOBA - Environmental Engineering. Applications are invited for a tenure-track faculty position at the rank of Assistant Professor in the area of Environmental Engineering commencing September 1, 1993, or as soon as possible thereafter, subject to final budgetary approval. Salary range (1992-93) for Assistant Professor is $34,882 to $59,532. Teaching of undergraduate and graduate courses especially in, but not limited to, water and wastewater treatment. Research and graduate student supervision in the following areas such as hazardous waste, risk assessment, contaminant fate, etc. Ph.D. required. Strong background in environmental chemistry an asset. Outstanding applicants with expertise in other aspects of Environmental Engineering seriously considered. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University provides a smoke-free work environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae, teaching and research interests and experience, names of three referees to: Dr. R.B. Pinkney, Head, Department of Civil and Geological Engineering, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Inquiries to telephone (204) 474-9220, FAX (204) 261-9534. Consideration of applications to begin June 15, 1993.

UNIVERSITY OF WATERLOO - The Department of Electrical and Computer Engineering at the University of Waterloo is seeking candidates for appointment to tenure track faculty positions. Applications are invited in the areas of communications, digital circuits or systems, computer software systems and software engineering, semiconductor devices (including optoelectronic devices and integrated circuits), and power systems (transmission, distribution and utilization). The department also invites applications for definite-term appointments in information technology with preference given to persons specializing in computer networks and communications, and microelectronics. The level of the appointments and salary will be commensurate with the qualifications of the candidate. The candidate must have a doctoral degree and a strong commitment to research and teaching. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors, wherever possible. Candidates should send their resume to: Dr. R.H. MacPhie, Chair, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, of visible minorities, native people, and persons with disabilities. This appointment is subject to the availability of funds.

ENGLISH

CONCORDIA UNIVERSITY - Applications are invited for a limited term sabbatical replacement position in Creative Writing, from August 1, 1993 to May 31, 1994. Applicants should have a distinguished record of publication in prose fiction, and teaching experience in Creative Writing. An M.A. or Ph.D. in English/Creative Writ-

CHIEF OF ANESTHESIA

The QUEEN ELIZABETH HOSPITAL, a McGill University affiliated hospital, invites applications for the position of Chief of Anesthesia. This position carries with it an appropriate academic appointment.

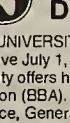
The Queen Elizabeth Hospital is a 272 bed acute care community hospital which sees over 3700 operations in its main OR and over 2500 procedures in its Day Care Centre annually. The hospital is a national leader in laparoscopic surgery and offers a broad spectrum of surgical subspecialties including head and neck, vascular, thoracic and orthopedic. The hospital is world renowned for its innovations in anesthesia. The responsibilities of the department of anesthesia extend to the active seven bed ICU and a proposed pain clinic.

The successful candidate will be responsible for the overall organizational, administrative, academic, and clinical activities of the department of five anesthetists, which currently requires the recruitment of one staff anesthetist in addition to the position of Chief. The individual being sought for the position of Chief will have a proven record of leadership, academic excellence, administrative achievement and a commitment to both undergraduate and postgraduate education.

Candidates must have attained specialty qualification by the Royal College of Physicians and Surgeons of Canada, be eligible for licensure in the province of Quebec and have a working knowledge of French and English.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested applicants should send a CV and the names of three referees by **May 31, 1993** to:

Dr. A. Duffie
Director, Professional Services
Queen Elizabeth Hospital
2100 Marlowe
Montreal, Quebec
H4A 3L6



Brock University

DEAN, FACULTY OF BUSINESS

BROCK UNIVERSITY invites applications for the position of Dean, Faculty of Business, effective July 1, 1994.

The faculty offers honours degree programs in Accounting (BAcc) and Business Administration (BBA). The BBA specializations include Accounting, Computer Science, Finance, General Management, Human Resource Management, Marketing, Public Administration and Quantitative Analysis. The BAcc is offered as a regular four-year program and as a co-operative education program. The Burgoyne Centre for Entrepreneurship, a research and community-oriented centre, is also an integral component of the Faculty.

There are 49 faculty and staff members in the Faculty of Business, teaching approximately 1500 full-time equivalent students. The Faculty has developed rapidly during the last decade and continues to plan for new undergraduate and graduate programs.

The University seeks an individual with an established record of academic achievement and administrative experience to provide leadership in a Faculty where teaching and research are equally valued. Demonstrated ability to interact effectively with faculty, students, and staff, and to promote relations and develop further linkages with the external community are essential.

Nominations and/or letters of application to be submitted together with an up-to-date curriculum vitae and the names of three referees in confidence to:

Dr. Susan M. Clark
Vice-President, Academic
Brock University
St. Catharines, Ontario
L2S 3A1

The closing date for the receipt of applications is **July 1, 1993.**

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Brock University is an equal opportunity employer.

ing is a requirement. Duties will include graduate and undergraduate teaching, direction of graduate theses, and some administrative responsibilities. Salary and rank to be negotiated. Interested individuals should forward a letter of application and a detailed curriculum vitae to: Dr. Howard Fink, Acting Chair, Department of English, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8. The deadline for applications is May 31, 1993. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates will be given priority. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

FAMILY MEDICINE

THE UNIVERSITY OF WESTERN ONTARIO AND THE VICTORIA HOSPITAL CORPORATION invite applications for a full-time academic family physician in the Department of Family Medicine. The position involves the clinical supervision of a teaching practice in the newly constructed Hamill on Road Family Medical Centre of Victoria Hospital and an active staff appointment in the Victoria Hospital Corporation. The medical centre includes four full-time physician faculty in interdisciplinary team-oriented care with nursing, social work, psychology, and physiotherapy associates. The Victoria Hospital is a large teaching hospital with an active Department of Family Medicine involved in general adult, obstetric, and pediatric care. Academic responsibilities include the teaching of medical students and family medicine residents, contribution to the academic development and administration of the university, and hospital departments of family medicine and participation in research activities. A range of practice skills, including hospital care and obstetrics, is expected. Required qualifications include an active general licence to practise medicine in Ontario, certification of the College of Family Physicians of Canada, several years of experience in community-based family practice, and a demonstrated interest in teaching and research. Positions are subject to budget aproval. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This position will open as of July 1, 1993. Qualified applicants should forward a detailed resume by June 15, 1993 to: Dr. Brian Hennen, Chair, Department of Family Medicine, Room K101, Kresge Building, The University of Western Ontario, London, ON N6A 5C1.

FILM & VIDEO

YORK UNIVERSITY, Faculty of Fine Arts, Department of Film & Video. A tenure-track position in screenwriting, effective August 1, 1993, subject to budgetary aporoval. The Department of Film & Video offers both an Honours BFA and an MFA degree with concentrations in screenwriting, production and film studies. In addition, many students from outside tha programma enrol in screenwriting courses. Apolicants must have extensive professional qualifications and teaching experance in a postsecondary film or writing programme. Established excellence as a screenwriter with five years or more commercial experience is required. Applicants must hold at least an MA or MFA degree in a relevant field, or have equivalent academic or professional experience. They should have a national reputation both as a screenwriter and as a screenwriting teacher. The appointee will be expected to teach in the Honours BFA and MFA programmes in screenwriting. The Faculty of Fine Arts expects applicants to engage in research, scholarship oi creative activity and to perform service on departmental, faculty and university committees. Salary and rank will be commensurate with the qualifications and achievements of the candidate. A letter of application, with curriculum vitae, and the names, addresses and telephone numbers of three references, should be sent to: Prof. Jim Fisher, Chair, Department of Film & Video, Faculty of Fine Arts, Room 222, Centre for Film and Theatre, York University, North York, Ont. M3J 1P3. Evidence of professional work may ba solicited at a later point in the search. Application deadline is May 30, 1993. York University is implementing a policy of employmant equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FORESTERIE

UNIVERSITÉ LAVAL - Faculté de foisstaria at da géomatique, Département des sciances foreatiéres. Descrip on du poste. Dans la cadre de son programma da développement, le Département des sciences forestières est à le recharche d'une personne dont les activités seiaient principelement axéas sur l'écologia et sur l'aménagement des habitats fauniques terrestres. La tâche comprend. 1. L'enseignement à tous les cycles dans le domeina de l'aménagement des habitats et des populations fauniques et da l'aménagement intégré des forêt, al fencadrement des étudiantes et des étudients; 2. L'étuda des habitats feuniques, notamment des effets des perlurbations naturelles et sylvicoles sur les caraclénsliques des habitats fauniques en milieu forester et leurs conséquences pour les populations fauniques terrestres; 3. La conduie de travaux da recherche ei ta direction d'étudiantes et d'étudiants da 2e ei 3e cycles sur des sujets reliés à l'écologie et à l'aménagement des habitats fauniques terrestres; 4. La participa on à des comités départementaux, universitaires et multipartites (avec les saclaurs privé et public). Critères de sélection – La personna devrall: posséder un diplôme de baccalauréal en sciences partiiient à l'ansaignament dans les domaines mentionnés ci-dassus; posséder un diplôma de doctoral d'une université reconnue dans una des disciplinas suivantes: foreatrie, biologie, aménagement des ressources, sciances de l'environnement; possédei des connaissances partidlières dans les domaines suivants: l'aménagement de la faune terrestre, l'évaluation de la qualité des habitats, l'analyse des ecosystèmes, l'écologie forestière ai animale, el l'analyse des effets des interventions forestières sur la faune terrestre; être capable de s'intégrer à des équpes multidisciplinaires et être habilitée à conduire un programme de rechercha pouvant contribuei à l'elaboration de stratégies d'aménagement intégré permettant de concilier notamment des objectils tauniqués avec la production de matière ligneuse dans la contaxte de l'est da l'Amérique du Nord; être en mesure d'obtenir le linancement nécessaire à sa recherche auprés des organismes subventionnaires, pouvoir communiquer en français ou s'engagei à la faire dans un délai d'un an. Traitement: Selon la convention collective en vigueur. Dala prévua d'entrée en fonction: entre les mois de septembre et décambre 1993. L'Université Laval applique un programme d'accès à l'égalité. Conformément aux exigences prescrites en matière d'immigration au Canada, la prionté sera accordée aux citoyennes et citoyens canadiens et aux résidentes et résidents permanents du Canada. Toute personne intéressée davia laire parvenir son curriculum vitae, trois lettres de recommandation et ses relevés de notes, au plus tard le 30 juin 1993, à: Michel Oessureault, directeul, Dépariement des sciaiiaus forestiéres, Universiié Laval, Sainte-Foy (Québec) G1K 7P4; Tal. (418) 656-7128; Fax. (418) 656-3177.

FRENCH

UNIVERSITY OF REGINA - The Department of French invites applications for an ian-month Term Lecturer position. This appointment (subject to budgetary approval) will commence on August 1, 1993. The successful apolicant will leach undergraduate language classes, including composition and slylsiics, abiily to offei courses in one of the following areas will be an assel: Linguistics, French-Canadian civilization, Twenlieth Century French Literature. Applicants should have a Ph.D. (or near completion), should possess native or near-native fluency in French and have experience in language teaching. Applicants should send their curriculum vilae and arranga for the forwarding of three letters of reference and undergraduate and graduate transcripts to Professor D. de Vlieger, Dean, Faculty of Arts, University of Regina, Regine, Saskalchawan, S4S 0A2. Closing dala for applications is May 31, 1993. The University of Regina is committed to employment equity. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITÉ DE REGINA - Le Département de français sollicite des candidatures à un poste de chargé(e) da cours, 10 mois (sous réserve d'autorisation budgétaire) à compter du 1er août 1993. Exigences: Doctoral (achavé ou en voie d'achèvement), expérience de l'enseignement. Fonctions: Enseignement de cours de langua au 1er cycle, y compris das cours da composition et de slylistique. La charge d'enseignement pourrait inclure l'un des domaines suivants: linguistique, civilisation canadienne-française, littérature française du XXe siècle. Date de Clotura des Candidatures. le 31 mai 1993. Prière d'envoyer son curiculum vitae et de laire parvenir dreclement trois lettres de recommandation à Monsieur D. da Vlieger, Dean, Faculty of Arts, University of Regina, Regina, Saskalchawan, S4S 0A2. L'Univaisité de Regina respecta une poliqua d'équité en matière d'emploi et encourage les candidatures provanant des femmes, des aulochiones, des minoriés visioles et des personnes handicapées. Conformément aux exigences canadiennes en matière d'immigration, cella annonce s'adiesse aux citoyens canadiens et aux résidents permanents.

UNIVERSITÉ ATHABASCA - ATHABASCA UNIVERSITY - Faculté des lettres: Section de français. L'Université Athabasca sollicite des candidatures à un poste de professeur(e) adjoint(e) en français. Ce poste ouvre la voie à la permanence. Qualifications: Doctoral. Las candidat(e)s s'intéresseront tout particulièrement à la didactique et auront fait l'expérience de l'enseignement du français à tous les niveaux du premier cycle universitaire. Potentiel en recherches. Une bonne connaissance de l'espagnol ou de l'allemand serait un avantage important. Description. L'Université Athabasca se spécialisant dans l'enseignement à distance, il importe que les postulant(e)s s'intéressent à ca genre de formation. Conception, création et enseignement de cours de langue et de littérature. Participation aux activités de

INDUSTRIAL RESEARCH CHAIRS IN SPACE SCIENCE

The Department of Physics at the University of New Brunswick invites nominations and applications for two Industrial Research Chairs in Space Science. The Industrial partner with the University is the internationally recognized firm COMDEV, a major contributor to the Canadian space program. Final approval for funding these chairs is expected within the next few months.

The appointments will be tenure-track positions in the Department. Support for the senior and junior chairs for the first five years will be in excess of $2 million for salaries, support staff, graduate students and equipment.

The senior chairholder will be expected to assume a leading role in organizing an interdisciplinary team to address the space science activity at the University. Close cooperation with the Canadian Space Agency, COMDEV Atlantic and other industrial partners will be maintained.

Candidates must have a Ph.D. with a background and expertise in some area of solar terrestrial or atmospheric physics covered by the mandate of the Canadian Space Agency. Relevant experience in rocket or satellite projects encompassing the troposphere, middle atmosphere, ionosphere, thermosphere or magnetosphere is essential. The Senior Chair will have an international reputation and play a leadership role in the development of a unique, UNB-based, science driven, experimental research program. The Junior Chair will have expertise in experimental design and instrumentation. Candidates with previous experience in industrial cooperation and development of space physics and/or atmospheric research projects will be given preference. The successful candidates will be committed to advancing the concept of a long-term university/industrial research program.

The University of New Brunswick is committed to the principle of employment equity. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens or permanent residents. The closing date for nominations and applications will be **September 1, 1993,** or until the position is filled. Nominations, applications and requests for information should be forwarded to:

Dr. Allan Sharp, Chair
Department of Physics
University of New Brunswick
P.O. Box 4400
Fredericton, N.B.
E3B 5A3

UNIVERSITY OF NEW BRUNSWICK

Brock University

NSERC WOMEN'S FACULTY AWARDS

Brock University is seeking to nominate one or more candidates for the NSERC Women's Faculty Award in 1993. Women researchers, preferably with postdoctoral experience, are invited to apply for faculty level appointment in one of the following Departments: Biological Sciences, Chemistry, Computer Science and Information Processing, Earth Sciences, Geography, Mathematics, Physics, and Psychology. This award is limited to Canadian citizens or those with landed immigrant status at the time of the application.

Applications including a curriculum vitae, the names, telephone and fax numbers of three referees, and a detailed research plan should be sent by **July 1, 1993** to:

Ms. Wendy Hollinshead
Office of Research Administration
Brock University
St. Catharines, Ontario
Canada L2S 3A1

The University's decision to support an application to NSERC will be based on an applicant's accomplishments and the likelihood of making a tenure track appointment in the applicant's area of expertise.

Hong Kong Polytechnic

The Hong Kong Polytechnic was established in 1972. With a full-time equivalent student population of 13,500 and a full-time academic staff establishment of around 1,000, it is the largest higher education institution in Hong Kong, offers a wide range of advanced courses and pursues research to post doctoral level. The Polytechnic is fully committed to academic excellence in a professional context. With effect from October 1992, the Polytechnic will implement the university salary scales for those academic staff engaged primarily in degree level work. To this end, a College of Degree Studies (CDS) has been established. Appointees to posts in the CDS will adopt the same titles and salary scales as their university counterparts of the same level. Applications are invited for the following teaching posts tenable in September 1993:-

College of Degree Studies
Teaching Posts on University Salary Scales

Department of Applied Biology & Chemical Technology
University Senior Lecturer in Food Science
University Lecturer in Food Technology / Food Science / Industrial Microbiology / Microbiology or Genetics / Plant or Animal Physiology / Biotechnology / Chemical Engineering (Environmental or Process Technology) / Applied Chemistry (Material Chemistry)

Department of Applied Mathematics
University Senior Lecturer / Reader in Statistics / Operations Research

Institute of Textiles & Clothing
University Senior Lecturer / Lecturer in Textile Technology / Clothing Technology

Department of Accountancy
University Senior Lecturer in Accountancy

Department of Computing
University Senior Lecturer / Reader / Lecturer in Software Engineering / Artificial Intelligence / Information Resource Management / Database / Business Information System / Human Computer Interface / Graphics / Data Communication / Office Automation

Department of Business Studies
University Lecturer in Economics / Law / Marketing

Department of Management
University Senior Lecturer / Reader in Organizational Behaviour / Human Resource Management / General Management / Operations Management (with specialization in Health Care Applications)
University Lecturer in Strategic Management / Operations Management

Department of Chinese, Translation and Interpretation
University Senior Lecturer / Lecturer in Linguistics / Language Studies / Applied Language Studies / Language in Education / Language in Society

Department of English
University Senior Lecturer / Lecturer in Bilingualism, Biculturalism, Cross-cultural Communication / Mass Communication / Phonetics, Phonology, Pronunciation-teaching / Second-language Acquisition / Teaching & Learning Styles / Action Research / Description of Contemporary English - syntax, semantics, discourse, pragmatics

Swire School of Design
University Lecturer in Design Theory / Culture / Research, Art & Design in Education

Department of Building and Surveying
University Senior Lecturer / Reader / Lecturer in Construction Technology

Department of Land Surveying and Geo-Informatics
University Lecturer in Digital Mapping / Instrumentation

Department of Health Sciences
University Senior Lecturer / Lecturer in Nursing

Department of Rehabilitation Sciences
University Lecturer in Occupational Therapy / Physiotherapy

General Requirements
A higher degree, preferably a doctorate, is normally required. For senior appointments, applicants should have a strong research/publication record and substantial relevant teaching/administrative experience. Detailed qualifications for appointment to specific posts will be provided upon request.

Salary Scales (University Salary Scales)
University Reader: HK$557,100 - $740,100 p.a.
University Senior Lecturer: HK$534,000 - $717,360 p.a.
University Lecturer: HK$343,680 - $389,880 / Bar / HK$413,040 - $574,140 p.a.

Teaching Posts on Polytechnic Salary Scales

Department of Applied Biology & Chemical Technology
Lecturer in Food Science / Food Technology / Industrial Microbiology / Microbiology or Genetics / Plant or Animal Physiology / Biotechnology / Chemical Engineering (Environmental or Process Technology) / Applied Chemistry (Material Chemistry)

Institute of Textiles & Clothing
Principal Lecturer / Lecturer in Textile Technology / Chemistry / Management

Department of Hotel & Tourism Management
Senior Lecturer / Lecturer in Food and Beverage Management / Information Technology and Management Information Systems / Tourism and Hotel Marketing / Hotel Project and Property Management / Human Resources Management (preferably with experience in tourism & hotel industry)

Swire School of Design
Lecturer in Contextual Studies / Basic Design

Department of Building Services Engineering
Lecturer in Building Services Engineering

Centre for Maritime Studies
Senior Lecturer in Maritime Studies

Department of Health Sciences
Lecturer in Medical Laboratory Science

Department of Rehabilitation Sciences
Senior Lecturer / Lecturer in Occupational Therapy

General Requirements
Candidates for teaching posts are expected to have good honours degree and appropriate professional qualification, and preferably higher degrees and/or advanced specialist qualifications. Candidates for Senior Lecturership and above should have substantial research experience. Detailed qualifications for appointment to specific posts will be provided upon request.

Salary Scales (Polytechnic salary scales)
Principal Lecturer: HK$508,200 - $655,620 p.a.
Senior Lecturer: HK$428,040 - $569,040 p.a.
Lecturer: HK$237,120 - $409,140 p.a.

For Both Types of Teaching Posts

Conditions of Service
Initial appointments will be on a gratuity bearing fixed-term contract of two years. Continuation thereafter is subject to mutual agreement. Other benefits include leave, medical & dental schemes, children's education allowance and subsidized housing where appropriate.

(Note: CAD$1 = HK$6.23 as at 29 March 1993)

Applications
Applications including curriculum vitae and the names of three referees should be sent to the **General Secretary, Hong Kong Polytechnic, Hung Hom, Kowloon, Hong Kong** before **May 31, 1993** [Fax (852) 3642166 or E-mail BITNET HKPOLY@HKPCC.HKP HK]. Further information will be provided upon request from the same office

recherches et de publications. Date d'entrée en fonction: Avant le 1er septembre 1993. Traitement: En fonction des qualifications du titulaire selon les termes de la convention collective. Documentation: Faites parvenir votre curriculum vitae, une publication personnelle démontrant vos aptitudes à l'écrit et les coordonnées de trois répondants le 31 mai au plus tard, au nom et à l'adresse qui suivent. Michael Balaski, Director Human Resources, Box 10,000, Athabasca, Alberta T0G 2R0. Pour de plus amples renseignements veuillez communiquer avec Leonard Van der Wekken au (403) 675-3414. Conformement au règlement de l'immigration canadienne, cette annonce s'adresse aux citoyennes et aux citoyens canadiens ainsi qu'aux immigrant(e)s reçu(e)s (résident(e)s permanent(e)s) du Canada(e). L'Université Athebasca adhère au principe d'équité en matière d'emploi.

GENETICS

UNIVERSITY OF ALBERTA - Plant Molecular Biologist. A research associate position is available in the Department of Genetics to study the effects of drought stress in the plant species Brassica napus. The applicant must have experience in plant molecular biology and physiology. In addition, experience in transcriptional gene regulation would be an essel. A salary in the range of $25,000 to $29,000 per annum is being offered. Please send your letter of application and curriculum vitae before 1 June 1993 to Dr. Allen Good, Department of Genetics, G-425 Biological Sciences Building, University of Alberta, T6G 2E9. In accordance wih the Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal and disabled persons, members of visible minorities and women.

GEOGRAPHY

RYERSON POLYTECHNICAL INSTITUTE's School of Applied Geography invites applications for a tenure-track position at the Assistant Professor level in Geographic Information Systems, with preference for those with a specialty in Location Analysis. Applicants will hold a PhD in Geography and will have an interest in undergraduate teaching and a potential for developing a sustained research program. The successful applicant is expected to make an important contribution to the integration of the department's multi system GIS lab into an applied geography curriculum. Deliberations will begin on May 31, 1993. Please forward your curriculum vitae and the names of three references to: Dr. M. Trudeove, Acting Chair, School of Applied Geography, Ryerson Polytechnical Institute, 350 Victoria Street, Toronto, Ontario M5B 2K3. This advertisement is directed to Canadian Citizens and Landed Immigrants. Ryerson Polytechnical Institute has an employment equity program and encourages applications from all qualified candidates, including women, visible minorities, aboriginal peoples and people with disabilities.

WILFRID LAURIER UNIVERSITY - The Department of Geography invites applications for a tenure track position beginning July, 1993. Candidates should have a research interest in, and be abla to teach courses on historical and cultural geography at the undergraduate and graduate levels. Candidates must also have a Ph.D. at the time of appointment. Deadline for applications is May 31, 1993 Wilfrid Laurier University is committed to Employment Equity policies. Please send curriculum vitae with the names of three referees to Dr. Houston C. Saunderson, Chair, Department of Geography, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5. Phone (519) 884-1970, ext. 2608. Fax (519) 725-1342. email: hsaunde1@mach1.wlu.ca.

GERMAN & SLAVIC STUDIES

THE UNIVERSITY OF MANITOBA - Department of German and Slavic Studies is inviting applications for a full-time sessional position at the rank of Assistant Professor. The appointment will be for the period beginning September 1, 1993, and ending May 31, 1994. The remuneration will be $26,000.00. Duties include the teaching of the following courses: Beginners German, Sprachpraxis I (2nd term), Literature of the 20th Century, and Topics in Contemporary Literature (1st term). The successful candidate should have a completed Ph.D. in German (or its near completion), native or near-native fluency in German, familiarity with cognitive and communicative language teaching methods, experience in teaching German language courses and a thorough expertise in the area of 20th century and contemporary German literature. The rank will be Lecturer if the Ph.D. is not completed. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Manitoba encourages applications from qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke free environment, save for specially designated areas. Applications including a curriculum vitae and three letters of reference, should be sent to: Professor M. Shkenda, Head, Department of German and Slavic Studies, 328 Fletcher Argue Building, University of Manitoba, Winnipeg, MB, R3T 2N2. Application deadline: May 31, 1993.

GERMAN-CANADIAN STUDIES

THE UNIVERSITY OF WINNIPEG - Chair in German-Canadian Studies. The University of Winnipeg invites applications and nominations for an endowed Chair in the field of German-Canadian studies. Endowment for the Chair is provided by grants from the Secretary of State's Program to Canadian Ethnic Studies and from a group of private philanthropists within the German-Canadian community of Winnipeg. The Chairholder is expected to be dedicated to the teaching and scholarly research of German-Canadian peoples, cultures and communities. He or she should hold a Ph.D. in an appropriate discipline and have a record of research in the field of German-Canadian Studies. In consultation with the Advisory Committee of the Chair, the successful candidate will be expected to create and teach two courses that relate to the over-all mandate of the Chair. The Chair is also expected to pursue a program of independent research in this field, and to interact with the German-Canadian community, local, regional and national. A primary goal of this program is to inform and educate students and community members about the heritage of German-Canadians. The Chair will be housed in a department that is appropriate to his or her scholarly background. The academic rank of the Chair is open. Salary will be commensurate with qualifications. All qualified candidates are encouraged to apply. The University of Winnipeg is committed to the principle of employment equity. In accordance with Canadian immigration requirements, however, priority will be given to Canadian citizens and permanent residents of Canada. Applicants are requested to submit a curriculum vitae, a brief outline of their teaching and research interests, and their ideas concerning the relationship of the Chair to the community. Preliminary letters of inquiry are welcome. Applications, including the names and addresses of three referees, should be submitted not later than October 15, 1993. The appointment will be made effective on or after July 1, 1994, but the date of appointment may be adjusted to suit the needs of the successful candidate. Please send all correspondence to: John R. Hofley, Dean of Arts and Science, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3B 2E9.

HISTORY

UNIVERSITY OF SASKATCHEWAN - Department of History. Applications are invited for a twelve-month instructor position in American History (National Period, 1783 to the present). Ph.D. and publications are desirable. The department is interested in all specialities within the field. The successful candidate will teach 2.5 classes: a survey of the history of America and more specialized courses at senior levels. Interested persons should arrange to have three letters of reference sent, and should themselves send their letter of application and c.v., to Dale Miquelon, Head, Department of History, University of Saskatchewan, Saskatoon, SK, S7N 0W0. The University of Saskatchewan is committed to the principles of employment equity. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Women candidates, candidates of aboriginal descent, and candidates from other minority groups are especially encouraged to apply.

UNIVERSITY OF WINDSOR - The Department of History at the University of Windsor invites applications for a two-year limited term appointment commencing July 1, 1993. The appointment will be made at the Assistant Professor level in the field of British History. Teaching duties may involve all periods from 1485 to the present. Ph.D. required. Teaching experience and research publications preferred. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian Immigration requirements this advertisement is directed, in the first instance, to Canadian citizens and permanent residents of Canada. Each candidate should send a curriculum vitae and arrange to have letters sent from three referees to Dr. K. Pryke, Head, Department of History, University of Windsor, Windsor, Ontario, N9B 3P4, FAX (519) 971-3610. Applications will be accepted until May 31, 1993 or until the position is filled.

LIBRARY

THE UNIVERSITY OF MANITOBA Libraries Invites Applications for the Position of Reference Librarian, Science Library. The Reference Librarian participates in providing reference service and information management education and coordinates collection management activities in assigned areas. The incumbent also organizes and manages electronic information systems in the Science Library, evaluating, implementing and publicizing new systems and making recommendations for future development of information services for the Science Library. The incumbent trains and oversees the work of the reference staff in electronic information services and provides technical support by troubleshooting hardwaia and soiiware problems. The incumbent is responsible for administering the online search program of the Science Library, carrying out searches as required, assigning search duties and maintaining accurate income and expenditure accounts. Qualifications: A degree from an ALA-accredited library school. An undergraduate degree in the sciences is required; a second degree in a related subject is an asset. The applicant must exhibit a well-developed understanding of the impact of new technologies on libraries. Experience with the application of computer systems to support information services is required. Knowledge of MS-DOS based microcomputers is required. Must be highly motivated and self-directed, and have the ability to work independently as well as with the "team". Strong interpersonal communication skills are essential. Previous experience in an academic science library, knowledge of formal planning processes and familiarity with bibliographic instruction and reference services are desired. The successful candidate is expected to participate in professional development and relevant professional activities. Ranks and Salary Ranges: Commensurate with qualifications and experience. General Librarian $27,101 - $46,252. This position has a two-year probationary period. Librarians enjoy academic status and are appointed to one of four ranks: General, Assistant, Associate and Librarian, with possibility of promotion. The filling of this position is subject to final budgetary approval. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University provides a smoke-free environment, save for specially designated areas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Submit application, including resume, salary expectations and the names of three references, by June 1, 1993, to: Carolyne Presses, Director of Libraries, The University of Manitoba Libraries, Winnipeg, MB R3T 2N2.

LINGUISTICS

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - The Linguistics Department, Memorial University of Newfoundland, is seeking to make a four month teaching term appointment (with possibly ol extension to eight months) effective 1 January 1994, subject to budgetary approval. Qualifications: Ph.D. in Linguistics (specialization open) and a demonstrated record of effective teaching and research publications. Duties to include teaching a variety of linguistics courses at the undergraduate and possibly graduate levels as well as research guidance. Deadline for receipt of applications: 15 August 1993. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Memorial University is committed to employment equity. A letter of application, curriculum vitae, supporting documents and letters from three referees should be sent to Dr. J. Black, Head, Department of Linguistics, Memorial University of Newfoundland, St. John's, NF, A1B 3X9, Canada.

MATHEMATICS

UNIVERSITY OF WATERLOO - Faculty of Mathematics. Applications are being accepted for the position of Assistant Professor. Applications are being accepted for the three year contractually limited position as Assistant Professor in the Faculty of Mathematics. Applicants should have a Ph.D. in the mathematical sciences, excellent teaching abilities and experience in tutorial organization. Duties include undergraduate teaching and working with the Associate Dean and others on the development of the learning centre in the Faculty of Mathematics. This centre provides tutorial help to students in the first and second year mathematics courses. It is also expected that the incumbent will carry out an independent research program. Salary will be commensurate with qualifications. Applicants should a curriculum vitae and arrange for thee letters of reference to be sent to: J.D. Kalbfleisch, Dean, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario N2L 3G1. The closing date for applications is May 31, 1993, and appointment would be effective September 1, 1993. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of lunds.

MEDICINE

UNIVERSITY OF ALBERTA - Medicine (Diabetes). Research Associate required for studies of insulin action and hypoglycemia. Clinical experience and MD with licence to practice Medicine in Alberta necessary for human hypoglycemic clamp studies. Ph.D. and laboratory expertise essential with particular expertise in the determination of muscle glucose transporters and rat islet transplantation techniques. Annual salary Canadian $25,000 - $30,000 depending on qualifications and experience. Funds are available for a minimum period of 2 - 3 years, subject to annual confirmation of funding. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberte is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

MICROBIOLOGY

UNIVERSITY OF ALBERTA - The Department of Microbiology, Faculty of Science, University of Alberta, has available two tenure track Assistant Professor positions, effective July 1, 1994. Candidates must have a Ph.D. degree with postdoctoral experience and a demonstrated ability to develop an independent and productive research program. Excellent candidates with research interests in molecular approaches to all aspects of modern microbiology are encouraged to apply. The candidates will be expected to develop a strong graduate research program and to participate in the teaching of a variety of undergraduate Microbiology courses. Salary range depending upon qualifications and experience: $40,035 - $57,004 (currently under review). In accordance with Can adian Immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents of Canada. Send curriculum vitae, a statement of research interests, and the names of three references to Dr. William Paranchych, Selection Committee Chair, Department of Microbiology, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. Application deadline: August 31, 1993. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

MUSIC

YORK UNIVERSITY - Faculty of Fine Arts, Department of Music. A tenure-track position in music technology and digital arts, effective August 1, 1993, subject to budgetary approval. Candidates should have an extensive record of excellence in creative work, defined in relation to contemporary technological concerns and practices, as well as substantial experience in developing and/or implementing computer applications. To be considered, candidates must have at the minimum a master's degree in music, but preference will be given to candidates with a PhD or equivalent in music and extensive teaching at the postsecondary level with preference given to university teaching. In addition, candidates should heve a demonstrated ability to assume a leadership role in developing digital pedagogicel materials and facilities. The appointee will be expected to teach in the Honours Bachelor of Arts and Bachelor of Fine Arts programmes in Music, and potentially in the Cultural, Critical and Historical Studies programme, or graduate programmes in Musicology and Ethnomusicology. The appointee will assume the directorship of a new Fine Arts interdisciplinary programme in Digital Arts. Salary and rank will be commensurate with the qualifications and achievements of the candidate. Letter of application, with curriculum vitae, and names, addresses and telephone number of three references, should be sent to: Prof. Steven W. Otto, Chair, Search Committee, Department of Music, Faculty of Fine Arts, 235 Winters College, York University, North York, Ont. M3J 1P3. Evidence of professional work may be solicited at a later point in the search. Deadline for applications is May 30, 1993. York University is implementing a policy of employment equity, including affirmative action for women in faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

NATIVE STUDIES

TRENT UNIVERSITY: Subject to budgetary approval, applications are invited for one or two limited term appointments

University of Waikato
Te Whare Wānanga o Waikato
Hamilton, New Zealand

ASSOCIATE PROFESSOR, SENIOR LECTURERS LECTURERS IN LAW

Applications are invited for the above posts due to continued growth of the Law School as it completes its four-year LLB programme and starts a programme of graduate studies. The Law School is the first new law school to be established in New Zealand this century. It aims to provide an excellent contemporary legal education with a strong commitment to integrating professional skills, content, context, bicnluralism and gender equity.

The University of Waikato is the fastest-growing of the seven universities in New Zealand and currently has over 9,000 students. The University serves a huge catchment area in the central North Island; its aim is to provide research for the public good and excellent liberal and vocational education to people of the region and nation. The University has good support from Maori communities and a strong commitment to bicultural education. The campus and surrounding area are very attractive and are located in the growing riverside city of Hamilton, population 100,000. The climate is temperate, and schooling, housing and medical services are of high quality and accessible.

Candidates should be able to demonstrate through their qualifications and experience that they have potential to contribute to the aims of the School in any area of law through teaching, research, administrative responsibility and community service. The School is particularly keen to attract candidates with knowledge of the Maori language, kaupapa Maori, tikanga Maori and Maori philosophies, values and ethics, and the effects of the law on Maori people.

The School is especially keen to enhance its team of staff in the areas of criminal law, evidence, procedure, practice-related skills, information technology and the law, contracts, commercial law, property law relating to Maori and indigenous peoples, international law, constitutional law, judicial review, family law, environmental law and local government law. All applicants are welcome however.

The current salary range for associate professors is NZ$69,080 - NZ$75,920 per annum, for senior lecturers is NZ$52,000 - NZ$67,080 per annum and for lecturers is NZ$37,440 - NZ$49,088 per annum.

Enquiries of an academic nature may be made to Professor M Wilson (tel. (64 7) 838 4167, Fax (64 7) 838 4171). Information on the method of application and conditions of appointment can be obtained from Personnel (Academic Staffing), University of Waikato, Private Bag 3105, Hamilton, New Zealand (tel. (64 7) 8562 889, Fax (61 7) 8560 135). Applications quoting reference number A93/13 should reach Personnel, Academic Staffing by 30 June 1993.

Places for appointees' children may be available in the creche run by the Campus Creche Society (Inc). Equal Opportunity is University policy.

University of Alberta
Edmonton

Professor
Department of Political Science

The Department of Political Science, University of Alberta, invites applications for a tenured position at the full professor level. The floor salary for this rank is $61,593. The position is in the field of Canadian government with specializations in public administration, public management, and methodology. Applicants should have demonstrated excellence in undergraduate and graduate teaching, research and publications.

This position is subject to confirmation of funding.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

A curriculum vitae and three confidential letters of reference, should be sent by 31 May, 1993, to:

Professor Tom Keating, Chair
Department of Political Science
University of Alberta
Edmonton, Alberta, Canada
T6G 2H4

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

Head and Professor
DEPARTMENT OF MECHANICAL ENGINEERING
The University of British Columbia
Vancouver, BC Canada

Nominations and applications are invited for the position of Head of the Department of Mechanical Engineering at The University of British Columbia. Candidates must be qualified for an appointment at the rank of Professor with tenure and must have demonstrated research excellence in a discipline within a field of Mechanical Engineering. Candidates must have high standing in the Mechanical Engineering community, be effective representatives for the Department, have strong interests in teaching and research, possess good administrative skills and facilitate collaborative work with other departments and industry. Candidates are expected to provide creative leadership to the Department and the development of Mechanical Engineering in British Columbia.

The Department currently has 24 full-time, tenure-track faculty positions and offers programs leading to the Bachelor, Master and doctorate degree with enrolments of about 300, 80 and 45 students, respectively. The Department has a strong commitment to excellence in teaching, research and service to the profession. Research interests are broadly based and include most areas expected in a modern Department of Mechanical Engineering. The Department is located in good facilities and will have access to space in the new Centre for Integrated Computer Systems Research/Computer Science Building which is under construction.

The position is available November 1, 1993 subject to final budgetary approval.

UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Nominations should be submitted by **June 30, 1993** and applications (accompanied by a detailed curriculum vitae and names of four references) by **August 13, 1993,** respectively to:

Dean Axel Meisen, Chair
President's Advisory Committee (Head, Mechanical Engineering)
Dean's Office, Faculty of Applied Science
The University of British Columbia
2324 Main Mall, Room 2006
Vancouver, BC V6T 1Z4, Canada
Tel.: (604) 822-6412 Fax: (604) 822-7006

UBC

for the 1993-94 academic year. The commencement date(s) and the exact term of the appointment(s) are subject to negotiation. Areas of specialization sought are a combination of community-based research methods, Native social services, community development, economic development or program planning. Other areas will also be considered. Candidates should have teaching experience, knowledge of Native cultures and direct experience with community based initiatives. M.A. required, Ph.D or equivalent in experience preferred. Applications, including Curriculum Vitae and names of three referees should be sent to Professor Peter Kulchyski, Chair, Department of Native Studies, Trent University, Peterborough, Ontario K9J 7B8. Closing date May 31, 1993. Trent University is an Employment Equity Employer and especially invites candidacies from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

NURSING

UNIVERSITY OF WINDSOR - School of Nursing. Applications are invited for a 1-year, limited term, faculty position at the Assistant Professor level, available July 1, 1993. The University of Windsor, located in Southwestern Ontario, offers baccalaureate education programs to undergraduate students and registered nurses Qualifications: Doctorate in Nursing or related discipline preferred, Master of Science in Nursing required. Eligible for registration with the College of Nurses of Ontario. Teaching experience desirable. Clinical nursing experience. Adult Health Nursing. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged in accordance with Canadian Immigration requirements this advertisement is directed to the first instance to Canadian citizens and permanent residents of Canada. Each applicant should send curriculum vitae and the names of three referees by May 31, 1993 to: Dr. Sheila Cameron, Director, School of Nursing, University of Windsor, Windsor, Ontario, N9B 3P4.

THE UNIVERSITY OF ALBERTA - Faculty of Nursing. The University of Alberta offers baccalaureate and graduate programs in nursing. We have challenging opportunities for individuals with clinical expertise and competency in teaching and research. Applications are also invited for an individual with expertise in physiology. Qualifications: Doctoral degree, preferably in nursing; master's degree in nursing; relevant clinical and teaching experience, current registration/licensure as RN. Salary Ranges: Professor: $61,593; Associate Professor: $49,423 - $71,725; Assistant Professor: $40,035 - $57,003. Submit curriculum vitae and names of three references by June 30, 1993 to Dr. Anne Neufeld, Acting Dean, Faculty of Nursing, University of Alberta, 3-129 Clinical Sciences Building, Edmonton, Alberta, Canada T6G 2G3. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

PATHOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA - The Department of Pathology, University of British Columbia, invites applications for a position of Research Associate to work in the Lung Growth Laboratory, Children's Hospital, on normal and abnormal lung growth, under the supervision of Dr. W.K. Thurbeck. The applicant should possess a Ph.D. Degree, have versatile laboratory skills and broad interests. Experience in experimental pathology, animal experimentation including surgery and physiologic investigation. Experience with morphometry, electron microscopy, cell and tissue culture is essential. Skills in simple biochemistry and molecular biology are also needed. Salary will be according to current UBC guidelines and level of experience. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Deadline for application is June 15, 1993 with a possible starting date of July 1st, 1993. Interested individuals should send their curriculum vitae, along with the names and addresses of three references to: Dr. William M. Thurbeck, Department of Pathology, 2211 Wesbrook Mall, Vancouver, B.C., Canada, V6T 2B5.

THE UNIVERSITY OF BRITISH COLUMBIA - The Department of Pathology, University of British Columbia, invites applications for the position of Research Associate. The applicant should have extensive knowledge and experience in pathological and molecular research of inflammatory diseases, heart and blood vessels, and a working knowledge of enterovirology. Skills including molecular probe preparation, in situ hybridization, tissue processing and sectioning are necessary. The successful applicant must be familiar with IBM programs including competence in SAS. Capacity to prepare grants and manuscripts expected. Degree training in medical technology is also required. Opportunity exists to work in a dynamic biomedical investigative group. Salary will be according to current UBC guidelines and level of experience. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement will be directed to Canadian citizens and permanent residents. Deadline for application is June 15, 1993 with a possible starting date of July 1st, 1993. Interested individuals should send their curriculum vitae, along with the names and addresses of three references to: Dr. C.E. Reid, PhD., Acting Head, Department of Pathology, 2211 Wesbrook Mall, Vancouver, B.C., Canada, V6T 2B5.

THE UNIVERSITY OF BRITISH COLUMBIA - The Department of Pathology of the University of British Columbia seeks a Research Associate to participate in the research in Respiratory Disease Following Bone Marrow Transplant, located in the Pulmonary Research Laboratory, St. Paul's Hospital. The position requires a Ph.D. with several years of Post Doctoral Training. The successful candidate will have experience in cloning, sequencing and PCR as well as Southern and Northern analysis and tissue culture. They must be able to work independently on projects that involve human tissue. They must also be willing to work in a team that would include physicians and non-physicians interested in the problem of respiratory disease following bone marrow transplantation. Salary will be according to current UBC guidelines and level of experience. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Deadline for application is June 15, 1993 with a possible starting date of July 1st, 1993. Interested individuals should send their curriculum vitae, along with the names and addresses of three references to: Dr. J.C. Hogg, Pulmonary Research Laboratory, St. Paul's Hospital, 10th Burrard Street, Vancouver, B.C., Canada, V6Z 1Y6.

PHILOSOPHY

THE UNIVERSITY OF CALGARY - Department of Philosophy invites applications for a Full-time Sessional position for the period September 1, 1993 - April 30, 1994. The position will be conditional upon final budgetary approval. Teaching responsibilities will consist of five half courses, two being in first year Ethics and the third an intermediate course on Moral Theories. Preferred areas for the remaining courses are any of: philosophy of law, biomedical ethics, decision theory, philosophy and feminism, 18th-20th century European philosophy. Applicants should have a PhD or be near completion. Salary for candidates with PhD is $25,460 plus benefits. The University of Calgary has an Employment Equity Program and encourages applications from all female qualified candidates, including aboriginal people, visible minorities and people with disabilities. Applications should include a curriculum vitae, a sample of writing, letters of reference, and some assessment of teaching experience and effectiveness where available. Completed applications should be received by June 8, 1993, sent to the attention of: Brenda M. Baker, Head, Department of Philosophy, The University of Calgary, 2500 University Drive NW, Calgary, Alberta, Canada T2N 1N4; FAX: (403) 284-0848. Please direct further enquiries to: (403) 220-5539.

ALGOMA UNIVERSITY COLLEGE invites applications for a full-time, one-year terminal appointment (a sabbatical replacement) with the Department of Philosophy to teach the following courses: Philosophy of Science: Early Modern Philosophy: Descartes through Kant; Origins of Western Philosophy. Salary will be commensurate with qualifications and experience. Minimum qualification is a possession of a graduate degree in Philosophy. The appointment is subject to final budgetary approval. Applications will be accepted until the position is filled. In conformance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Algoma University College encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. Applicants should send a current curriculum vitae, with references to: Dr. Jong S. You, Acting Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste Marie, Ontario P6A 2G4.

PHYSICAL EDUCATION

UNIVERSITY OF CALGARY - Alberte Centre for Well Being. Applications are invited for a research associate position in the Alberta Centre for Well Being in the Faculty of Physical Education. The University of Calgary. Applicants are expected to provide leadership in research related to well being, consultation with groups/agencies involved in health promotion, fitness or leisure programs and/or participation on educational workshops offered by the Centre. Applicants are expected to have a PhD in related area. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. This term position is funded from external sources and is not a university appointment. Salary to be negotiated. A letter of application, a curriculum vitae, including the names of three references, as well as a one page outline of how the proposed research would benefit the well being of Albertans and Canadians in general, be received before July 1, 1993 and sent to: Dr. B.M. Nigg, Director, Human Performance Laboratory, Faculty of Physical Education, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta T2N 1N4.

PHYSICS

UNIVERSITY OF REGINA - Regine Experimental Group in Intermediate Energy Physics, Postdoctoral Research Associate. The group is involved in several different projects, including polarized target development and studies of pion induced reactions using the new CHAOS detector at TRIUMF, photo-absorption experiments at NSTAR and commissioning of the HRS spectrometers in CEBAF Hall A and the HARP neutron polarimeter at NIKHEF-K. The University of Regina is an associate member of the TRIUMF consortium. Applicants should have a recent Ph.D. in nuclear or particle physics, and expect to contribute to both the pion-nuclear and electronuclear research programs. The position is based in Regina, travelling as required. The initial appointment is for one year, renewable for up to two more years. The position will be open until filled, but all applications received before May 30, 1993 will be considered at that time. Applications including C.V. and 3 letters of reference should be sent to: Dr. E.L. Mathie, Dept. of Physics, Univ. of Regina, Regina, Sask., Canada, S4S 0A2. E-mail: mathie@meena.oc.uregina.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Regina is committed to Employment Equity.

UNIVERSITY OF NEW BRUNSWICK - Physics. The Department of Physical Sciences at the Saint John Campus of The University of New Brunswick invites applications for a tenure-track position in Physics starting July 1, 1993. The appointment, which is subject to final budgetary approval, is at the Assistant Professor level. The successful candidate will be expected to have a Ph.D. degree, some undergraduate teaching experience and a demonstrated potential for research and scholarly activity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should submit a curriculum vitae and the names of three referees prior to May 31, 1993 to: Dr. C. Tompkins, Dean of the Faculty of Science, Applied Science & Engineering, The University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. The University of New Brunswick is committed to the principle of employment equity.

PSYCHIATRY

UNIVERSITY OF ALBERTA - Psychiatry, Clinical Director of Forensic Psychiatry. Applications are invited from psychiatrists for an academic position as Clinical Director of Forensic Psychiatry at the Department of Psychiatry, University of Alberta, Edmonton. The position will be geographically located at the Alberta Hospital Edmonton where the successful applicant will have adult privileges and administrative responsibility. The Helen Hunley Pavilion at Alberta Hospital Edmonton is Canada's most modern forensic facility, a 142-bed purpose built facility with extensive outreach contact into the community. The successful candidate will have a proven academic and administrative background and will be expected to play a leadership role in research and teaching in the department as well as to clinical services. Applicants must be eligible for licensing with the College of Physicians and Surgeons of Alberta. The appointment will be full-time geographic el en academic level commensurate with qualifications and experience. Salary range - Assistant Professor ($40,035 - $57,003); Associate Professor ($49,423 - $71,725). There is additional opportunity for clinical earnings. Deadline for application is June 30, 1993. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Further details may be obtained from Dr. R.C. Bland, Professor and Chair, Department of Psychiatry, University of Alberta, Edmonton, Alberta T6G 2B7. The University of Alberta is committed to the principle of equity in employment. We encourage applications from aboriginal persons, disabled persons, members of visible minorities and women.

UNIVERSITY OF ALBERTA - Psychiatry, Heritage Scholar. The University of Alberta, Department of Psychiatry, invites applications for a position, subject to availability of funding, as Research Scholar at Assistant Professor ($40,035 - $57,003) or Associate Professor ($49,423 - $71,725) level. The successful candidate must have MD and PhD degree(s) and psychiatric training. Preference will be given to investigators who have recently completed post-doctoral training in the area of psychopharmacology and who have demonstrated outstanding potential for an independent research career. The successful candidate will have the responsibility to work as a member of an active team and to participate in an independent, dynamic research program. This position will be long-term and will be funded through an external agency, but the successful will enjoy the privileges of the University academic rank at which the appointment is made. The granting of these awards is by competition and made on the basis of excellence. Deadline for applications: July 15, 1993. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Candidates should forward their curriculum vitae, outlines of their research interests and names of three references to Dr. Roger C. Bland, Professor and Chair, Department of Psychiatry, University of Alberta, 1-74 Walter Mackenzie Centre, Edmonton, Alberta T6G 2B7. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

PSYCHOLOGY

CONCORDIA UNIVERSITY - Department of Psychology. Applications are invited for at least one tenure track opening and several limited term appointments available to the department beginning on August 1, 1993, pending budgetary approval. A number of openings are anticipated over the next several years. The immediate areas of search are psychopathology, including lifespan psychopathology, animal learning and memory, and human neuropsychology. Applicants in any of the above broadly defined areas with an active, ongoing research program are encouraged to apply. Appointments will be at the Assistant Professor level. The department is also interested in sponsoring candidates for NSERC Women's Faculty Awards and holders of other appointments. The Department has 43 tenure track faculty positions and offers both an M.A. and Ph.D. degree in addition to B.Sc. and B.A. programs. The graduate program provides e clinical training stream that is fully accredited by CPA and APA. The principal areas of research in the department are psychobiology, cognition and perception, child and life span development and clinical psychology. Included among the department's many active research programs are two major research centres: the Centre for Research in Human Development and the Centre for Studies in Behavioural Neurobiology. Applications are being considered at this time and new applications will be accepted until the positions are filled. Please send a letter of application, e curriculum vitae, a statement of teaching interests and qualifications, and three letters of reference to: Norman Segalowitz, Chairperson, Department of Psychology, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M8. Inquiries may also be sent by e-mail to segalow@vax2.concordia.ca. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority.

NIPISSING UNIVERSITY invites applications for a ten-month sabbatical replacement in Psychology to commence August 1, 1993. Candidates for the position should possess e Ph.D. (or nearly completed Ph.D.). Salary and rank are commensurate with qualifications and experience. The successful applicant will be expected to teach laboratory courses in physiological psychology (Brain and Behaviour) and Behavioural Neurobiology) as well as a third year laboratory oriented course in inferential statistics with primary focus on ANOVA including repeated measures and mixed designs and MANOVA. A special topics course in the candidate's research area will be considered. Closing date: May 30, 1993. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Nipissing offers equal employment opportunities to all qualified applicants. Applicants should submit e curriculum vitae and the names of three referees to: Dr. Ted Chase, Dean of Arts and Science, Nipissing University, Box 5002, North Bay, Ontario P1B 8L7. Telephone (705) 474-3450.

PULMONARY MEDICINE

UNIVERSITY OF ALBERTA, Department of Medicine. Applications era invited for a position in the division of Pulmonary Medicine, al Assistant Professor ($40,035 - $57,003) or Associate Professor ($49,423 - $71,725) rank. Supplemental clinical earnings can be expected and total salary package is highly competitive. The successful candidate must have FRCPC or equivalent in Respiratory Medicine and/or Critical Care. This is a tenure track position. Candidates should have a strong research background. The successful candidate is expected to devote 60% of time to research. The remainder will be spent in clinical academic and clinical activities within the Respiratory Division and Critical Care Units. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates should forward, by June 30, 1993, their curriculum vitae and names of three references to Dr. S.F.P. Man, Division of Pulmonary Medicine, Room 2E4.38, Walter C. Mackenzie Health Sciences Centre, University of Alberta, Edmonton, Alberta, Canada, T6G 2B7. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

UNIVERSITY OF ALBERTA, Department of Medicine. Applications are invited for a position in the division of Pulmonary Medicina, al Assistant Professor ($40,035 - $57,003) or Associate Professor ($49,423 - $71,725) rank. The successful applicant will assume the role of Associate Medical Director, Tuberculosis Services, Alberle Health and will be responsible for administrative and clinical duties. Supplemental clinical earnings can be expected and the total salary package is highly competitive. The successful candidate must have an FRCPC or equivalent in Respiratory Medicine or related specialties. Candidates should have a special interest in tuberculosis, its management and control strategies and should, ideally, have research background in this area. The successful candidate would also be expected to participate in the clinical and educational activities of the Pulmonary Division. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candideles should forwaid, by June 30, 1993, their curriculum vitae and names of three referenoes to Dr. S.F.P. Man, Oivision of Pulmonery Medicina, Room 2E4.38, Waller C. Mackenzie Health Sciences Centre, University of Alberte, Edmonton, Alberta, Canada, T6G 2B7. The University of Alberta is commitled lo the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

RECREATION & LEISURE STUDIES

BROCK UNIVERSITY - Department of Recreation and Leisure Studies, Faculty of Physical Education and Recreation. The Oeparlment of Recreation and Leisure Studies invites applications for e tenure track position at the assistant or associate professor level effective July 1, 1993 subject to budgetary approvel. Applicants should have a Ph.D. (or near completion) in recreation and leisure studies or a closely related field. Ability lo do research and teach in one or more of the following areas is required: therapeutic recreation, outdoor edventure recreation, commerciel recreation and lourism, leisure studies. A letter of applicalion, e curriculum vilee and the names of three referees should be submitted to Or. Ann Marie Guilmette, Cheir, Department of Recreation and Leisure Studies, Faculty of Physicel Education and Recreation, Brock University, St. Cahannes, Ontario, L2S 3A1. Closing dale for applicelions is May 31, 1993. In accordance with Canadian Immigration requirements, lhis advertisement is directed to Canedian citizens and permanent residents. Qualified women and men are equally encouraged lo apply. Smoking al Brock University is sirictly controlled.

RELIGIOUS STUDIES

UNIVERSITY OF REGINA, Campion College. Applications are inviled for a one-yeai lerm position in Religious Studies. The appointment will be al the Lecturer or the Assistant Professor level. Candidates should possess a Ph.D. or be near completion. The duties will include leaching introductory courses in religious studies as well as senior coursas in an area of specialization. A background in soma area of Christian Studies would be an assel. Campion College is a Jesuil liberal arts college federated with the University of Regina. Please send applications and three letters of reference lo Or. Kennath McGovern, Chair of the Search Committee, Campion College, University of Regina, Regina, Saskatchewan, S4S 0A2. In accordance with Canadian Immigration requirements, priorily will be given lo Canadian citizens and permanent residents of Canada.

RESEARCH SCIENCE

THE JOHN P. ROBARTS RESEARCH INSTITUTE - Genetics and Cerebrovascular Oisease, Scientist/Group Leader. The John P. Robarts Research Institute (RRI) is an independent biomedical research institute affiliated with both The University of Western Ontario and University Hospital in London, Ontario. The Institute has particular strengths in heart and stroke research, as well as in immunology and transplantation. It also contains an outstanding Advanced Imaging Group and a Clinical Trials Resources Group. RRI is expanding to incorporate a more genetic and molecular approach to its clinicel strengths. Four to five new research groups are being formed, each with e Group Leader plus up to five new principal investigators. Applications are invited for the position of Scientist/Group Leeder in the Genellcs and Cerebrovasculer Olsease Group. The successful candidate will be expected to bring e molecular approach to examining lhe basis of diseases such es stroke, cerebral aneurysm and vascular dementia. Population Genetics will likely be included in the group. Appropriete ecedemic appointments in lha Faculty of Medicine will be considered and applicants will have the opportunity to participate in teaching and supervising greduate students and reseerch fellows. This position carries a competitive salary and benefits peckage. Attractive start-up lunds are available. The position hes en initiel five year probationary period. The Group Leader will have e key role in attracting additional investigators lo this group. London, Ontario is a city of 325,000 in southwestern Ontario with easy access to various centres in Canada and U.S. London has the lowest unemployment rate in Canada and is dominated by University, Hospital and Research Institutes as employers. The absence of urben con-

UNIVERSITÉ D'OTTAWA
UNIVERSITY OF OTTAWA

Department of Electrical Engineering

OPTO/ELECTRONICS DESIGN ENGINEER

Lightwave Communications Research Laboratory is seeking an Opto/Electronics Design Engineer with experience in communications systems and circuit designs

Experience with optical devices is necessary. The candidate must be able to design circuits from concept. A M.Sc. in Electrical Engineering is required. Salary will be $26,000 per year.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Qualified individuals are invited to respond by forwarding a resume to: **M. Alello, Department of Electrical Engineering, 161 Louis Pasteur Pr., Ottawa, Ontario, K1N 6N5.**

Employment equity is University policy.

The Heart and Stroke Foundation of Canada is a volunteer based charitable organization committed to fighting Canada's #1 killer, cardiovascular disease. The Foundation provides almost two-thirds of all cardiovascular research funding in Canada. Our Scientific Affairs Department, which provides professional leadership to the Foundation's research program and to our relationships with the professional and scientific communities, currently is seeking a

SENIOR DIRECTOR SCIENTIFIC AFFAIRS

Consistent with this challenging opportunity to influence the direction of cardiovascular research in Canada, the successful candidate will have an excellent background in bio-medical research with a network of contacts within the research community. Your knowledge of relevant current trends in science, and in the work of important scientists in Canada and abroad, will be essential to the development of innovative plans and priorities for the research program, with key volunteers and in the evaluation of the effectiveness and efficiency of current activities. This senior position will require creativity, initiative, strong problem-solving and communications skills. You will interact with a wide range of committees, agencies and senior volunteers and act as a representative and spokesperson to a broad range of organizations and groups. Candidates should have an M.D. and/or Ph.D. preferably with relevant experience in the cardiovascular area. The Foundation offers a full benefit package and a non-smoking environment. Consistent with Canadian Government Regulations, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The Heart and Stroke Foundation of Canada is an equal opportunity employer.

HEART AND STROKE FOUNDATION OF CANADA
FONDATION DES MALADIES DU COEUR DU CANADA

Please forward a letter of interest and curriculum vitae not later than **May 31, 1993** to:

Chairman, Search Committee
Heart and Stroke Foundation of Canada
200-160 George Street
Ottawa, Ontario
K1N 9M2

Saint Mary's University

Director, TESL Centre

Saint Mary's University requires a Director for its Teaching English as a Second Language (TESL) Centre. The TESL Centre, situated within the Faculty of Education, offers graduate courses in Teaching English as a Second Language. The director normally teaches in this program, reports to the Dean of Education and directs the other activities of the Centre including: working with the Director of Continuing Education in designing and offering credit and non-credit courses in TESL for local and distance delivery; initiating new projects in Halifax and abroad; and taking primary responsibility for designing and delivering a variety of English language courses including beginning and intermediate English as a Second Language, English for Academic Purposes and English for Specific Purposes, particularly as it relates to business and commerce.

Candidates should possess an earned doctorate in a field related to the teaching of English as a Second Language, a solid record of scholarly publication, experience working in other countries, particularly Asia or the Middle East, excellent interpersonal and communication skills, and administrative experience.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities and people with disabilities.

Position effective September 1, 1993.

Candidates should forward a curriculum vitae and the names of three referees, prior to June 15, 1993 to:

Dean of Education
Saint Mary's University
923 Robie Street
Halifax, N.S. B3H 3C3

gestion and pollution, in conjunction with a mild climate, makes it one of the most attractive communities in Canada offering an excellent cultural and family-oriented environment. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The closing date for the application is June 1, 1993. Applications consisting of a detailed curriculum vitae, reprints of five most significant publications, statement of research program and names and addresses of three referees should be sent to: Dr. Mark Poznansky, President & Scientific Director, The John P. Robarts Research Institute, P.O. Box 5015, 100 Perth Drive, London, Ontario, Canada N6A 5K8.

THE JOHN P. ROBARTS RESEARCH INSTITUTE - Gene and Cell Therapy, Scientist/Group Leader. The John P. Robarts Research Institute (RRI) is an independent non-profit medical research institute affiliated with both The University of Western Ontario and University Hospital in London, Ontario. The Institute has particular strengths in heart and stroke research, as well as in immunology and transplantation. It also contains an outstanding Advanced Imaging Group and a Clinical Trials Resources Group. RRI is expanding to incorporate a more genetic and molecular approach to its clinical strengths. Four or five new research groups are being formed, each with a Group Leader plus up to five new principal investigators. Applications are invited for the position of Scientist/Group Leader in the Gene and Cell Therapy Group. The successful candidate will be expected to establish a new focus in gene therapy within the Institute and affiliated University Hospital. He/she will be a leading authority in Medical Genetics and Molecular Biology and will be eager to work with clinical scientists working towards an active clinical program in gene therapy. Appropriate academic appointments in the Faculty of Medicine will be considered and applicants will have the opportunity to participate in teaching and supervising graduate students and research fellows. This position carries a competitive salary and benefits package. Attractive start-up funds are available. The position has an initial five year period. The Group Leader will have a key role in attracting additional investigators to this group. London, Ontario is a city of 325,000 in southwestern Ontario with easy access to various centres in Canada and U.S. London has the lowest unemployment rate in Canada and is dominated by University, Hospital and Research Institutes as employers. The absence of urban congestion and pollution, in conjunction with a mild climate, makes it one of the most attractive communities in Canada offering an excellent cultural and family-oriented environment. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The closing date for the application is June 1, 1993. Applications consisting of a detailed curriculum vitae, reprints of five most significant publications, statement of research program and names and addresses of three referees should be sent to: Dr. Mark Poznansky, President & Scientific Director, The John P. Robarts Research Institute, P.O. Box 5015, 100 Perth Drive, London, Ontario, Canada N6A 5K8.

SOCIAL WORK

WILFRID LAURIER UNIVERSITY - Faculty of Social Work. Applications are invited for a tenure stream position at the beginning assistant professor level commencing January 1, 1994. The successful candidate will be expected to teach courses related to individuals, families and groups. Candidates should have an MSW, a completed doctorate and demonstrated strengths in clinical practice, research and publication. The Faculty of Social Work has both a Masters and Doctoral programme. Applications, including a curriculum vitae and the names and addresses of three referees, should be addressed to: Dr. Francis J. Turner, Dean, Faculty of Social Work, Wilfrid Laurier University, 75 University Ave. West, Waterloo, Ontario, N2L 3C5. Applications will be accepted until June 1, 1993. The University is committed to employment equity policies and welcomes applications from all qualified women and men. Wilfrid Laurier provides a smoke-free work environment. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

SPANISH

THE UNIVERSITY OF CALGARY Department of French, Italian and Spanish is seeking a full-time sessional lecturer in Spanish for a contractually limited appointment from September 1, 1993 to April 30, 1994. Requirements: mastery of oral and written Spanish; successful teaching experience at the post-secondary level; doctoral degree or equivalent. Teaching load: six half-courses in Spanish including first- and second-year language, plus advanced courses in Translation (Spanish-English) and Contemporary Peninsular Literature. Salary $25,000 plus applicable fringe benefits. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. Candidates should send an application and curriculum vitae, and should arrange for three confidential letters of reference to be sent by July 15, 1993 to: Professor D.C. Walker, Head, Department of French, Italian and Spanish, The University of Calgary, 2500 University Drive NW, Calgary, Alberta T2N 1N4.

STATISTICS

UNIVERSITY OF MANITOBA - The Department of Statistics at the University of Manitoba, invites applications for a full-time tenure-track appointment at Assistant or Associate Professor rank in the field of Statistics with a minimum of 3 years experience in Statistical Quality Control. The appointment will begin on July 1, 1993 (subject to final budgetary approval). The successful candidate must have a Ph.D. and have demonstrated competence in teaching and research in the area of Statistical Process Control, Total Quality Management and Quality Improvement Methodology. Experience in statistical consulting and quality improvement workshops is required. Applications from female candidates are particularly welcome. Salary will be commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people and persons with disabilities. In accordance with Canada Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University offers a smoke-free work environment, save for specially designated areas. Please send applications, including an updated curriculum vitae, and three letters of reference to: Professor Smiley W. Cheng, Acting Head, Department of Statistics, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Closing date for applications is May 31, 1993.

STATISTICS & ACTUARIAL SCIENCE

UNIVERSITY OF WATERLOO - Statistics & Actuarial Science. Applications are being invited for the position of Full Professor with tenure in Actuarial Science, beginning July, 1993 or later. Applicants should have a Ph.D. in Actuarial Science or closely related area. Individuals with a proven research record, an active research program, good teaching and communication skills are encouraged to apply. Professional qualifications in actuarial science and practical experience in industry are important. This position is partially funded by an industrial contribution to Campaign Waterloo. Duties would include, undergraduate and graduate teaching; independent research program including supervision of Ph.D. students working in statistical and probabilistic aspects of Actuarial Science. Salary commensurate with qualifications and experience. The closing date for applications is 31 May, 1993. Please submit a curriculum vitae and arrange for three letters of reference to be sent to: Professor K.S. Brown, Chair, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario N2L 3G1 Canada. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF WATERLOO - Statistics & Actuarial Science. Applications are being accepted for a 2-year definite term position at the Assistant Professor/Post Doctoral Fellow level in Actuarial Science in the Department of Statistics and Actuarial Science, beginning July, 1993 or later. Applicants should have a Ph.D. in Actuarial Science or closely related area, good teaching and communication skills, and the potential to develop an independent research program in Actuarial Science. Professional qualifications in actuarial science are also important. Duties will include undergraduate teaching and research in Actuarial Science. Salary commensurate with qualifications and experience. The closing date for applications is 31 May, 1993. Please submit a curriculum vitae and arrange for three letters of reference to be sent to: Professor K.S. Brown, Chair, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario N2L 3G1 Canada. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

SURGERY

THE UNIVERSITY OF CALGARY Department of Surgery and the Foothills Hospital invite applications for a full-time academic position as an ENT-Surgeon with special interest in base of skull surgery. Qualifications include certification on Otolaryngology, and eligibity for licensure in the Province of Alberta. The successful candidate will work with a team developing an integrated otolaryngology program at the Hospital, and will develop an independent and/or collaborative hearing research program. Rank and salary are commensurate with experience and qualifications. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including woman, aboriginal people, visible minorities, and people with disabilities. Please submit a curriculum vitae and the names of three references by May 31, 1993, to: Dr. R.M. Preshaw, Professor and Acting Head, Department of Surgery, The University of Calgary, 1403 - 29 Street N.W., Calgary, Alberta T2N 2T9.

THEATRE

CONCORDIA UNIVERSITY - The Department of Theatre, Faculty of Fine Arts, Concordia University is seeking a limited term appointment for the B.F.A. Specialization in Drama in Education, at the level of Assistant Professor. Qualifications include M.F.A. or equivalent as well as teaching experience. The Specialization in Drama in Education is designed to prepare students for work in theatre for children, for community drama work with children or adults in institutional settings; for careers in teaching, for graduate study in drama therapy. Responsibilities include co-ordination of the specialization, academic leadership, and teaching courses in developmental drama and creation of a theatre piece relevant to Drama in Education. The Search Committee will begin processing applications May 3rd. Application letter, curriculum vitae and references should be addressed to: Search Committee, Department of Theatre, Concordia University, 7141 Sherbrooke St. West, Montreal, Quebec, Canada H4B 1R6. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

CONCORDIA UNIVERSITY - The Department of Theatre, Faculty of Fine Arts, Concordia University is seeking a limited term appointment for the B.F.A., Specialization in Design for the Theatre, at the level of Assistant Professor. The Design for the Theatre Coordinator is responsible for the operation of the Specialization in DFTT. Qualifications include M.F.A. or equivalent experience. Responsibilities include interviewing new students, arranging portfolio reviews, making production assignments (in consultation with others) and coordinating all classes in the Design for the Theatre area. In addition, the Coordinator is responsible for recommending teaching assignments. Experience in costume design and realization or set and light design is required. The candidate should be familiar with design for professional Canadian theatre companies. The teaching load (15 credits) may include design and realization courses, as well as supervision of student designers in production. The Search Committee will begin processing applications May 3rd. Application letter, curriculum vitae and references should be addressed to: Search Committee, Department of Theatre, Concordia University, 7141 Sherbrooke St. West, Montreal, Quebec, Canada H4B 1R6. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

URBAN & ENVIRONMENTAL STUDIES

BROCK UNIVERSITY. The Institute of Urban and Environmental Studies, one of the interdisciplinary programs of Brock University, invites applications for a one year limited term faculty appointment at the assistant professor level, commencing July 1, 1993 subject to final budgetary approval. The successful candidate is expected to have experience in interdisciplinary instruction and research, bridging the traditional disciplines of the natural and social sciences. Duties will include teaching second and third year courses in environmental principles and policy in human settlement systems and supervision of honors students. A completed

APARTMENT LET

In a new building near Dow's Lake, Ottawa. Ground floor furnished apartment, comprising living room, dining room, three bedrooms, two full bathrooms, en suite laundry/storage. Indoor heated parking, air conditioned, electric baseboard heating. Walking distance to Carleton University and National Archives. Available from September 1993, minimum let 12 months, $1050 per month. Margaret or Ray Jones. Phone (home) 613-722-7265, (office) 613-788-2600, ext. 3533; (fax) 613-788-5781

CANCELLED

University of Alberta
Edmonton

Assistant Professor in Physiological Psychology
Faculty of Science

The Department of Psychology, Faculty of Science, at the University of Alberta invites applications for a tenure-track position in Physiological Psychology at the level of beginning Assistant Professor, salary range $40,035 - $57,003, to commence July 1, 1994. PhD should be completed by that date. Individuals whose research is concerned with any aspect of the neural basis of behaviour, including learning and memory, motivation and emotion, or sensory and motor processes are invited to apply. A person with expertise in electrophysiology would be particularly desirable.

Responsibilities include the maintenance of a strong, active research program, as well as undergraduate and graduate teaching.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada

Applicants eligible for NSERC Women Faculty Awards are welcome. Applicants should send their curriculum vitae, copies of research publications, three letters of recommendation, and a brief statement describing their current and future research plans, by October 1, 1993, to:

Dr. Dallas Treit, Chair
Physiological Psychology Search Committee
Department of Psychology
University of Alberta
Edmonton, Alberta, Canada
T6G 2E9

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

McMASTER UNIVERSITY

Department of Economics, Faculty of Social Sciences

Tenure-stream Faculty Position in 1996

to be offered in 1994 to a successful applicant for an

SSHRC Post-Doctoral Fellowship

The department wishes to nominate an eligible applicant for an SSHRC post-doctoral fellowship. A candidate must have (a) earned his or her doctorate within the three years prior to the competition deadline of October 1, 1993 (six years in the case of those whose careers have been interrupted or delayed by child-rearing), that is, no earlier than October 1, 1990, or (b) completed all requirements for a doctoral degree before the fellowship period begins (the fellowship can be taken up at any time between April 1 and October 1, 1994). Additionally, an applicant cannot already be in a tenure-stream appointment.

If the department elects to nominate a candidate and the application is successful, he or she is **guaranteed** a tenure-stream position at the end of the period of the fellowship (normally twenty-four months), but in no case earlier than July 1, 1996. For the duration of the award the primary focus of the appointee will be research. The rules of the fellowship do, however, allow a recipient to be paid for teaching up to one full course per year. The department will provide such a teaching opportunity at standard rates for McMaster University.

McMaster University is committed to employment equity, and encourages applications from *all* who are eligible to hold an SSHRC post-doctoral fellowship, that is, citizens or permanent residents of Canada. Interested candidates are invited to send an application, including curriculum vitae and the names of three academic referees, to:

Alan Harrison, Chair, Department of Economics, McMaster University,
1280 Main Street West, Hamilton, Ontario, Canada, L8S 4M4;
Telephone: (416) 525-9140, x. 4591; facsimile: (416) 521-8232;
Electronic mail: Harrison@McMaster. CA

to whom further enquiries can also be directed. Applications will be reviewed as they are received; none will be considered after **September 1, 1993.**

HONG KONG POLYTECHNIC

PROFESSOR & HEAD OF DEPARTMENT OF APPLIED BIOLOGY & CHEMICAL TECHNOLOGY

(tenable in September 1993)

The Hong Kong Polytechnic was established in 1972. With a full-time equivalent student population of 13,500 and a full-time academic staff establishment of around 1,000, it is the largest higher education institution in Hong Kong, offers a wide range of advanced courses and pursues research to post doctoral level.

The Department of Applied Biology and Chemical Technology is within the Faculty of Applied Science and Textiles and has three main subject disciplines: chemical technology, applied biology and food science. It is active in research and offers a three-year full-time BSc (Hons) degree course in Chemical Technology, a three-year part-time BSc (Hons) degree course in Food Science & Technology, and a number of higher diploma and higher certificate programmes. A three-year full-time BSc (Hons) in Applied Biology with Biotechnology is also being planned for implementation in 1993/94. In 1992/93, the Department enrolled 150 students on the degree courses, and has an academic establishment of 32.

Qualifications and Experience

Candidates should have academic qualifications at doctoral level and a strong record of research activity and publications. They will also be required to demonstrate personal qualities necessary to lead and manage a large Department with all its diverse functions.

The appointee must be qualified in at least one of the three specialisms offered by the Department. Consideration is being given to the possible reorganisation of this Department in the light of future developments in each of its main subject disciplines. The appointee is expected to actively contribute to the discussion of this issue.

Salary and Conditions of Service

The salary is within a range and not less than HK$762,240 p.a. (CAN$1 = HK$6.10 approximately as at 3 April 1993).

Initial appointments at this level are normally made on a fixed term gratuity-bearing contract of four years at the end of which, subject to mutual agreement, a further appointment may be offered either in the form of a second fixed term gratuity-bearing contract or on superannuable terms. Other benefits include subsidised housing, leave, passages, medical and dental scheme, and children's education allowance.

Applications

Application including curriculum vitae and names of three referees should be sent to the **General Secretary's Office, Hong Kong Polytechnic, Hung Hom, Kowloon, Hong Kong** before **May 31, 1993.** (Fax 852 364 2166). Further information is available from the same office. Candidature may be obtained by nominations. The Polytechnic reserves the right not to fill the post or to fill it by invitation.

Ph.D. degree is strongly preferred. Applicants should submit by June 1, 1993 a letter of application accompanied by a curriculum vitae and the names of three referees to Professor J. Middleton, Director, Institute of Urban and Environmental Studies, Brock University, St. Catharines, Ontario L2S 3A1. Fax (416) 682-9020. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance among its faculty; qualified women candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled.

VETERINARY MEDICINE

UNIVERSITY OF GUELPH - Ontario Veterinary College: Staff Veterinarian in Large Animal Surgery. Available immediately, a contractually limited Department of Clinical Studies/Veterinary Teaching Hospital Staff Veterinarian position in Large Animal Surgery. Appointment, annually based on satisfactory performance, for a maximum of three years. Salary commensurate with training and experience. Qualifications: Applicants must have a DVM or equivalent degree and must be licensed or eligible to be licensed to practice in Ontario. Applicants must have a minimum of three years of post-graduate clinical training, four years preferred (one year internship or equivalent practice experience and two or three years of residency training under ACVS Board Certified mentors). Responsibilities: Veterinary Teaching Hospital The Staff Veterinarian will operate and be involved in all aspects of a large animal surgery clinical service including out-of-hours duty. Responsibilities include the supervision of senior veterinary students, interns, and residents assigned to the service; the organization and conduct of rounds and the clinical evaluation of undergraduate students and post-graduate trainees. Department: The Staff Veterinarian may assist Faculty in the teaching of formal clinical laboratories related to his/her discipline and has the option to teach a limited number of lectures. These Veterinary Teaching Hospital and Departmental responsibilities will involve about 70% of the candidate's available time with the rest of the time filled by 4 weeks of vacation and professional development time. There will not be assigned research nor committee responsibilities. Deadline for applications will be May 30, 1993 or until the position is filled. Qualified applicants should submit a curriculum vitae, a statement of short and long term career goals and the names of three references to: Chairperson, Department of Clinical Studies, Ontario Veterinary College, University of Guelph, Guelph, Ontario, N1G 2W1, Canada. Telephone: 519-823-8800, Ext. 4000 or FAX 519-767-0311. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minority groups, and women. The appointment is subject to final budgetary approval.

ACCOMMODATIONS

OTTAWA (South, Canal, Carleton University): Three-bedroom, semi-detached house for rent. July 1, 1993 - June 30, 1994. Furnished except two bedrooms. Dishwasher, back deck, storage space, laundry in basement. $990/month, inclusive. No pets or smokers. Mary (617) 641-3411, email: tsjoms@source.bu.edu/.

WINNIPEG SABBATICAL RENTAL. July '93 to July '94. 3 bedroom, 2800 sq.ft., 4 years old, few minutes from U. of M., quiet 1/2 acre lot, furnished (negotiable), non-smokers, no pets, $1200/mth plus utilities. 204 261 7122.

LUXURIOUS CONDOMINIUM FOR SALE - Overlooking Dow's Lake - Ground Floor - 2 Bedrooms - 2 Full Bathrooms - Western exposure - many upgrades - 5 appliances (negotiable) - ensuite laundry and utility room - air conditioning - indoor parking. $139,900. Telephone (613) 233-2057.

FOR RENT - Executive home in Brisbane, Queensland, Australia, available for rent from July 1993 to June 1994. Four bedrooms plus study, on bus routes, close to campus of The University of Queensland. Contact Dr. Mark Craig on: Phone, 61-7-356 6455 or Fax. 61-7-356 3060.

OTTAWA, Large Furnished Home to Rent - Sabbatical Leave. Quiet 1/2 acre, 15 min. drive from Univ. Ottawa and Carleton Univ., 4+1 bedrooms, 4 bathrooms, central air conditioning, 2 fire places, double garage, large sundeck, gas BBQ, living, dining, family, study, dinette. Available July 93 - August 94. $975+utilities. Call Julek: (819) 773-1618 (day), (819) 777-2278 (eve.).

EXCHANGE HOUSE in Ottawa for one in Nice. Professor going for a sabbatical leave 1993/94 wishes to exchange his large furnished house in Ottawa area for another in Nice (France) or neighbourhood. Call Julek: (819) 773-1618 (day), (819) 777-2278 (ev.).

VANCOUVER RENTAL. Kitsilano, nicely furnished duplex, fireplace, piano, five appliances, 2 1/2 bdrms, master bdrm en suite/jacuzzi, guest bdrm, study/bdrm en suite, patio garden, garage, direct UBC buses. $1800/mo. + utilities. Available August '93 to May or June '94. Call 604-734-1514.

HOUSE TO RENT - Located on Plateau Mont-Royal (20 minute walk to city center). All furniture, appliances, dishes, etc. included. Available from Summer 1993 to Summer 1994 (negotiable). 995$/month (electricity and heating not included). Contact: Lucie or Claude (514) 281-9971.

CAPE COD THIS SUMMER: Rent our cottage in Wellfleet. 10 mins. from beaches. 2 rooms downstairs, studio upstairs, bath, small kitchen, library, sleeps six. It is the wing of a former 19th century house. $350 per week, $600 two weeks. R. Wilson, 36 Friar's Way, London, Ont. N6G 2A8. 519-472-4766.

FOR RENT: Saskatoon, July 94 - July 94 3+2 bedroom house, fully furnished, family room, fireplace, dishwasher, many appls.; asking $650/m + utilities. Ph. (306) 249-0986.

VICTORIA SABBATICAL. Gracious Oak Bay house, furnished (or not); 3 bedrooms, 2 studies, garden; near sea, schools, and university. $1500 per month plus utilities. August to August (negotiable). John Tucker, English Dept. at UVic, 604-721-7247, jtucker@uvmvm.uvic.ca.

ENGLISH SABBATICAL - Very quiet bungalow for rent in rural Sussex, 2-3 bedrooms, ideal for writing that book. Fully furnished. Info. gladly from Nick Russell, U. of Regina, (306)585-4090.

TORONTO SABBATICAL RENTAL: furnished 4-bedroom house in North Toronto (Yonge/Lawrence). Close to subway, schools (incl. French immersion), shopping. Convenient to Glendon College, York U., U of Toronto. Available Aug. 1/93 - July 31/94 (negotiable); $1600/month plus utilities. Cell (416) 482-1826.

QUEBEC CITY sabbatical rental: 3-bedroom house in Cap-Rouge (12 min. from Université Laval). Close to schools and shopping. Available from July 1/1993 to July 1/1994. Tel.: (418) 657-5424

MONTREAL SABBATICAL RENTAL: furnished house, 4 bedrms, study, 3 fireplaces, superb kitchen, garden. NDG area, nr shops, restaurants. 15 min by car (35 by transit) to universities/hospitals. Aug 93 to Aug 94 (negotiable). $1400/mo plus utilities. Phones (514) 392-6103, 484-2592. Fax Dr. Bregman (514) 398-4896.

SABBATICAL LEAVE FROM CARLETON UNIVERSITY: 3-bedroom home for rent. Short walk to Carleton, one block to canal and Dow's Lake. Fully furnished; office off bedroom, heated sunroom off kitchen, garage. Available after July 1 to June 30, 1994. $1,600 mo. + utilities. Call 613-235-7876 (evenings); 613-788-2600 X7577 (days).

SABBATICAL RENT LANGUEDOC Sept 93 June 94. Renovated old house in country town all facilities; vaulted living, 5 rooms, 2 bathrooms, scenic terrace, yard. 30 min. Montpellier campus or Nimes airport. $1100 per month. Contact Desplanel, 4070 Grend Boulevard, Montreal H4B 2K5; (514) 487-2312.

SOUTH OF FRANCE. 20 minutes west of Grasse, fully furnished, two bedroom villa, between Callian and Montauroux; phone, washer, terrace, garden; available from July 1, 1993 for 10 months. $800.00 per month plus utilities; 011 33 94 47 61 34 from 22 March until 27 June; 416 588-5550, ext. 3374 until 15 March and after 28 June.

VISITING TORONTO? Stay in our restored downtown home minutes to U of T. Furnished 1 or 2 bedroom, fully equipped apartment (1 - 6 persons) from $345.00 weekly. Bed and Breakfast from $50.00 daily. Ashleigh Heritage Home (416) 535-4000.

WINDSOR, ONTARIO. Bed and Breakfast near U of W. Antique Furnishings, $40.00 single $45.00 double" call 1-519-256-3937.

FOR RENT

- Cottage to rent in Montreal
- Fully furnished and equipped (including dishes, linen, etc.)
- Available from summer 1993 to summer 1994 (exact date negotiable)
- 995$/month

Contact Claude: (514) 281-9971

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A charming Victorian Inn decorated in period pieces and four poster beds. On Barrington Street, downtown Halifax, near universities, hospitals and main business and shopping areas. Private baths, Cable Colour T.V., telephones. On site parking. Complimentary Breakfast. Room open from 6 a.m. until midnight.

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Hong Kong Polytechnic

PROFESSOR & HEAD OF DEPARTMENT OF BUILDING & SURVEYING

PROFESSOR & HEAD OF DEPARTMENT OF LAND SURVEYING & GEO-INFORMATICS

(Both tenable in September 1993)

The Hong Kong Polytechnic was established in 1972. With a full-time equivalent student population of 13,500 and a full-time academic staff establishment of around 1,000, it is the largest of the higher education institutions in Hong Kong, offers a wide range of advanced courses and pursues research to doctorate level.

Department of Building & Surveying

The Department offers four linked full-time degree schemes in

Building Technology and Management
Building Surveying
Land Management
Quantity Surveying

admitting over 150 students each year to these courses. It also offers a higher diploma programme and higher certificate programmes. The latter are phasing out. In 1992/93, the Department has an academic establishment of 32. Research degree activity is expected to grow and a key role for the new appointee will be the academic development of the Department at postgraduate level and in research.

Department of Land Surveying & Geo-Informatics

The Department at tertiary level, is the only provider of education in its field in Hong Kong. The Department was recently upgraded, from its former status of 'Centre', in recognition of its importance and its quality. The Polytechnic wishes to consolidate this progress with an appointment at Professorial level.

The Department offers a range of courses from an MSc in Land Information Systems, an Honours degree in Surveying and Geo-Informatics and higher diploma and certificate courses. By September 1993, there will be 155 full-time students and 200 part-time students. In 1992/93, the Department has an academic establishment of 14.

Research activity is already underway with 9 funded projects and 4 M.Phil. students. An important function of the new appointee will be to accelerate research development and create a department of international standing.

Both departments are within the Faculty of Construction and Land Use. The departments have close links with local industry, reflected in consultancies and contract research. Research funding opportunities in Hong Kong are good.

Qualifications and Experience

Candidates should have academic qualifications at doctoral level and hold appropriate professional qualifications, together with a strong record of research activity and publications. Relevant experience in industry and the profession will be distinct additional advantages. Candidates will also be required to demonstrate the personal qualities necessary to lead and manage a large Department with all its diverse functions.

Salary and Conditions of Service

The salary is within a range and not less than HK$762,240 p.a. (CAN$1 = HK$6.18 approximately as at 18 March 1993.)

Initial appointments at this level are normally made on a fixed term contract of four years at the end of which a gratuity equal to 25% of salary earned over the whole contract period is payable. Subject to mutual agreement, a further appointment may be offered at the end of the initial contract period, either on the basis of a further gratuity bearing fixed term contract or on superannuable terms. Other benefits include subsidised housing, leave, passages, medical and dental scheme, and children's education allowance.

Applications

Application including curriculum vitae and the names of three referees should be sent to the **General Secretary's Office, Hong Kong Polytechnic, Hung Hom, Kowloon, Hong Kong** before **May 31, 1993** (Fax 852 364 2166). Further information is available from the same office. Candidature may be obtained by nominations. The Polytechnic reserves the right not to fill these posts or to till them by invitation.

St. Francis Xavier University

DIRECTOR EXTENSION DEPARTMENT

St. Francis Xavier University is seeking a Director for its Extension Department. Reporting directly to the President of the University, the Director is responsible for a staff of twenty-five, with two branch offices, and a range of programs including traditional extension field-work, training programs, and continuing education. The Director is ex officio a member of the University Board of Governors and the University Senate.

Rooted in the Antigonish Movement, the Extension Department was established in 1928, and has a national and international reputation in the field of adult education. The annual expenditure budget of the Department is $2.4 million. Funding comes from the University, the Diocese of Antigonish, labor organizations, endowments, program fees, and contracts. This position will be of interest to a senior member of a university continuing education or extension department.

The current Director has accepted another assignment and the new appointment would be expected to be made in the near future. Write in confidence to:

Dr. David J. Lawless
President
St. Francis Xavier University
Antigonish, Nova Scotia
B2G 1C0

Applications will be accepted until **May 31, 1993.**

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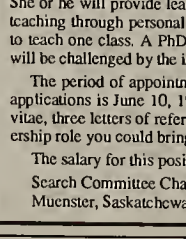

President of college

St. Peter's College, a junior college of 300 students affiliated with the University of Saskatchewan, seeks a president. St. Peter's College offers first-year university classes in all disciplines and advanced courses in English, sociology, history, psychology, philosophy and the fine arts. The college is intimately associated with the Benedictine monks of St. Peter's Abbey on whose rural grounds the buildings stand.

The president will be responsible for: developing long-range plans; preparing budgets; recruiting students; working with the University of Saskatchewan and the provincial government; fostering relations with the monastic community and the faculty association and representing the College in the community at large. She or he will work as part of a team with the college dean, executive council and the board. She or he will provide leadership to an innovative and excited faculty committed to teaching through personal interaction with students. The president will be expected to teach one class. A PhD in one of the liberal arts is desirable. The new president will be challenged by the innovative program at St. Peter's. Expect the unexpected.

The period of appointment will be a five-year renewable term. The deadline for applications is June 10, 1993. Please have forwarded by this date your curriculum vitae, three letters of reference and a two-page statement of your vision of the leadership role you could bring to this small liberal arts Catholic college.

The salary for this position is negotiable.

Search Committee Chair/ St. Peter's College/ Box 10
Muenster, Saskatchewan S0K 2Y0

THE UNIVERSITY OF AUCKLAND - NEW ZEALAND

CHAIR & LECTURESHIP

Department of Political Studies

The Department of Political Studies consists of 14 full-time permanent academic staff, including one professor (at present vacant), four associate professors, two senior lecturers, seven lecturers (one at present vacant). There are 15 temporary tutors, mostly part-time research students. There are also two full-time secretaries and two research assistants responsible for the Department's archives.

The Department offers a wide range of courses for the three-year BA degree. Postgraduate teaching includes the two-year MA degree. There are at present about 25 students doing theses including 14 PhD students. Specialised postgraduate Diplomas are offered in Broadcast Communication and Politics and the News Media.

CHAIR IN POLITICAL STUDIES

The Chair carries with it Headship of the Department

Vacancy UAC.257

Candidates must have the capacity to provide academic leadership, an internationally acknowledged level of scholarship in any branch of the discipline and a proven record of administrative competence.

LECTURESHIP IN POLITICAL STUDIES

Vacancy UAC.258

Applications are invited from women and men with advanced academic qualifications and a significant record of research for a Lectureship in the areas of political economy and/or political sociology and/or policy analysis. Expertise is particularly sought in some combination of the following: Western Europe and the European Community; Soviet and post-Soviet politics and developments in Eastern and Central Europe; nationalism and ethnicity in Europe.

Commencing salary will be established within the range NZ$80,080 - NZ$99,840 per annum (Chair); NZ$37,440 - NZ$49,088 per annum (Lecturer).

Closing date: 18 June 1993.

A LECTURESHIP IN MATHEMATICS EDUCATION

Department of Mathematics & Statistics School of Mathematics & Information Sciences

Vacancy UAC.268

This new position is in the recently established Mathematics Education Unit within the Department of Mathematics & Statistics.

Applicants should have a University qualification in Mathematics and a research degree in Mathematics Education, with research interests in some area of post-primary Mathematics Education. They will be expected to work extensively in Mathematics at the secondary-tertiary interface. Applicants will be expected to have or to develop strong links with the local Mathematics teaching community.

Experience in some or all of the following areas would be desirable: international developments in Mathematics Education; professional development of teachers of Mathematics; curriculum development.

Commencing salary will be established within the range NZ$37,440 - NZ$49,088 per annum.

Closing date: 21 June 1993.

LECTURESHIPS IN HUMAN & PHYSICAL GEOGRAPHY

Divisions of Arts & Science Tamaki Campus

Applications are invited for the following two lectureships in Geography at the University's new Tamaki Campus to be taken up by February 1994.

LECTURESHIP IN HUMAN GEOGRAPHY

Vacancy UAC.266

The position is in the Division of Arts in which Geography students studying for the BA degree may be participating in programmes in international studies, science studies, and environmental management, or in a general arts degree. Applicants should have a PhD degree and research and teaching interests in economic, social or environmental management areas of human geography. An ability to contribute to courses in research methods and techniques would be an advantage.

LECTURESHIP IN PHYSICAL GEOGRAPHY

Vacancy UAC.267

The position is in the Division of Science in which Geography students studying for the BSc degree are part of the programme in Environmental Management. Applicants should have a PhD degree and research and teaching interests in process geomorphology or other major field of physical geography relevant to the degree programme. An ability to contribute to courses in research methods and techniques would be an advantage.

Where candidates for the above positions are exceptionally well qualified an appointment may be considered at senior lecturer level.

Commencing salary will be established within the range NZ$37,440 - NZ$45,448 per annum for Lecturers or NZ$52,000 - NZ$60,944 per annum for Senior Lecturers.

Closing date: 28 June 1993.

CHAIR IN ECONOMICS

Department of Economics School of Commerce & Economics

Vacancy UAC.260

The Department seeks to enhance its strength in the central areas of economics. At present if offers a wide range of courses at the undergraduate level with students drawn from many faculties, notably Arts and Commerce. A vigorous postgraduate programme provides staff with the opportunity to teach in their area of specialisation and supervise research students. Scope exists to develop research groups within the Department, such as the International Economics group, and to advance inter-disciplinary research and teaching.

The present establishment of the Economics Department includes 25 full-time positions, consisting of four Professors, two Associate-Professors, nine Senior Lecturers, five Lecturers, and four Senior Tutors. The interests of staff span the central fields of macroeconomics, microeconomics, econometrics and economic history; specific areas at advanced levels include business history, history of economic thought, industrial organisation, international trade and finance, labour, public, development, and resource economics.

Applications are sought from outstanding economists with interests in any major field of economics. The University is particularly interested in receiving applications from candidates with strong research and teaching specialisations in economic theory and/or macroeconomics.

Commencing salary will be established within the range NZ$80,080 - NZ$99,840 per annum.

Closing date: 25 June 1993.

CHAIR & LECTURESHIP IN JAPANESE

Department of Asian Languages & Literatures

The Department of Asian Languages & Literatures was set up in 1966 and has expanded rapidly, particularly in the last decade. It now offers courses in Chinese, Indonesian, Japanese and Korean, and has an establishment of two Professors, five Senior Lecturers, ten Lecturers and one Tutor, plus a number of part-time lecturers and tutors.

The Department invites applications for the following vacancies:

CHAIR IN JAPANESE

Vacancy UAC.271

We seek applications from candidates of high academic standing who have the qualifications, experience and ability to provide strong leadership in one or more aspects of Japanese language and literature. Applicants must be experienced in teaching English-speaking students, have a strong research record and proven administrative ability.

LECTURESHIP IN JAPANESE

Vacancy UAC.270

Applicants must have a through knowledge of Japanese language or literature and have a native or near-native fluency in spoken Japanese. They should also be suitably qualified to teach Japanese language or literature to English speaking students up to advanced levels. Preference will be given to candidates with a PhD or equivalent expertise in Japanese literature or teaching *Japanese as a foreign language.*

Commencing salary will be established within the ranges NZ$80,080 per annum (Chair) or NZ$37,440 - NZ$49,088 per annum (Lecturer).

Closing date: 30 June 1993.

DIRECTOR

School of Mathematics & Information Sciences Faculty of Science

Vacancy UAC.259

The University has decided that it is desirable to obtain greater coherence and coordination in the Mathematical and Information Sciences in order to strengthen teaching and research. Accordingly, it has been decided that a School of Mathematical and Information Sciences be established, incorporating initially the existing Departments of Mathematics & Statistics and Computer Science and that a Director be appointed.

The appointment will be a Professorial level with the appointee holding a Personal Chair in one of the School's departments.

Applicants must have high academic qualifications, an international scientific reputation, a background in one of the Mathematical and Information Sciences, an appreciation of problems and status of the area, and a vision for the potential of the Mathematical and Information Sciences in New Zealand.

Commencing salary will be established within the range NZ$80,080 - NZ$99,840 per annum.

Closing date: **2 July 1993.**

Conditions & Procedures for all Vacancies

Further information, Conditions of Appointment and Method of Application, should be obtained from the Academic Appointments Office, University of Auckland, Private Bag 92019, Auckland, New Zealand, phone (64) 9 373-7999 extn 5790, 5097 or 5789, fax (64) 9 373-7454. **Three copies of applications should be forwarded to reach the Registrar by the closing date specified.**

Please qunte the relevant Vacancy Number in all correspnndence.

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